

**TOPIC        Cross Cultural Mentoring: Expanding Relationships**

**Action Planning Worksheets**

These discussion questions and topics are designed for action planning. Both sets address the two outstanding barriers to Cross-Cultural Mentoring – access to mentoring and barriers to open and honest dialogue. The attendees will be asked to use these worksheets as individuals and within groups once they return to the workplace.

**GROUP II. Personal Plan for Mentoring**

**The purpose of this set of topics is to explore mentoring as an option for your own growth and development. Mentoring presents growth opportunities for both mentors and mentees. In order to reap its benefits we must 1) start up a mentoring partnership either as a mentor or mentee or 2) enrich an existing mentoring relationship by deepening the discussions and addressing topics that you have avoided in the past. These worksheets can be used as the start of an action plan that you can implement upon your return.**

**Those who will benefit most from this topic set are:**

- 1) Attendees who are considering a mentoring partnership either as a mentor or mentee.
- 2) Those already in a partnership, or who have been and wish to enrich their experiences.

**For Mentors – Starting Up**

What do I have to give?

What experiences, capabilities and knowledge can I share?

Problems that I have solved

New ideas that I have developed

Initiatives brought into the company

Summary: List the 10 most valuable lessons noted from the topics above.

How would I go about identifying a mentee who could best benefit from my mentoring?

How do I ensure that I am not perpetuating the Glass Ceiling?

Have I signed up for an existing program within the organization?

What barriers have I identified that keep me from reaching out and sharing with others?

### **For Mentors – Adding Value**

Have we put together a mentoring plan and agenda? See the forms from (Mentorship...App B)

How successful is our mentoring partnership?

What can we do to improve?

What barriers keep me from expanding our mentoring dialogues to include diversity topics?

What tools and resources can I use to resolve these barriers?

Would I consider “reverse mentoring” as a way to improve my cross-cultural dialogues?

What educational resources – websites, handouts, library, tapes and workshops are available in-house to expand my capabilities and cultural competence?

### **For Mentees – Starting Up**

What do I need to learn in order to add strength to my competencies?

Have I written out a career plan? (See Mentorship...App A)

Have I identified people who could help me either in terms of development or in putting together a career plan?

What am I looking for in a mentor?

Have I considered joining one of the existing mentoring programs in our organization?

Have I considered joining a diversity team, affinity group, dialogue group, etc.?

Resources: See the Mentorship book Pages 33 to 42 and handouts

### **For Mentees – Adding Value**

Have we put together a mentoring plan and agenda?

How successful is our mentoring partnership?

How could we make it more successful?

What diversity topics would I like to include in our mentoring dialogues?

What barriers do I need to overcome to expand our mentoring dialogue?

What resources are available to help me overcome these barriers?

What will it take to push me out of my existing comfort zone?