

TOPIC **Cross Cultural Mentoring: Expanding Relationships**

Action Planning Worksheets

These discussion questions and topics are designed for individuals or groups to 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 form groups at tables addressing one of the two themes.

GROUP I. Increasing Access to Mentoring at an Organizational Level

The purpose of this topic set is to explore mentoring options presented within your own organization. Much can be learned by capturing details and bringing usable features from the departments, functions and regions within your workplace. The goal is to start a plan of action upon your return as an independent or with a group of concerned employees.

A. **Organizational Assessment form– *MENTORING INTEREST SURVEY***
Please feel free to make copies of the assessment work sheets that are in your handout packet. You may use this survey instrument in your organization.

B. **Assessment questions**

What kinds of Mentoring Programs are offered within your organization?
Examples: formal, informal, groups, one-on-one

Who are the primary recipients of mentoring? Everyone, specialty groups by profession, gender groups, racial groups, levels, or labels, etc.

What percentage of your employees are involved in mentoring?

What percentage of mentoring partnerships are CC partnerships

What's working best? What's working least?

C. Increasing Access

How could you increase access to mentoring for more of the workforce?

Talking to the functions and departments that spearhead mentoring programs. Examples are: technical personnel, executives on the succession plan, affinity groups, office of diversity and human resources

Finding methods to increase enrollment in existing programs

Starting new programs. Who would be the primary recipients?

D. Suggestions for expansion

How can you get more employees involved? What avenues have been overlooked?

Example: Utilizing Affinity Groups

Do these groups have mentoring programs for their members?

Do these groups invite other affinity groups to join together so that they can increase their pool of mentors and mentees?

Do these groups work together to encourage cross-cultural group mentoring? (see the Epilogue of *MENTORSHIP: A Pathway to Career Success*)

E. What do you want for your workplace? What actions are you willing to take when you return to your organization?