



All Aboard the MentorShip

Presented by:

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What We Will Cover

- Why it's important to me to mentor the next generation of case managers
- How it is easier than you think to be a mentor
- Different ways to mentor



What is Mentoring?

A mentor is a trusted teacher;
one who invests in a less
experienced colleague to
nurture growth and transfer
knowledge, wisdom, and advice.

("Develop others; mentor tips," 2018)





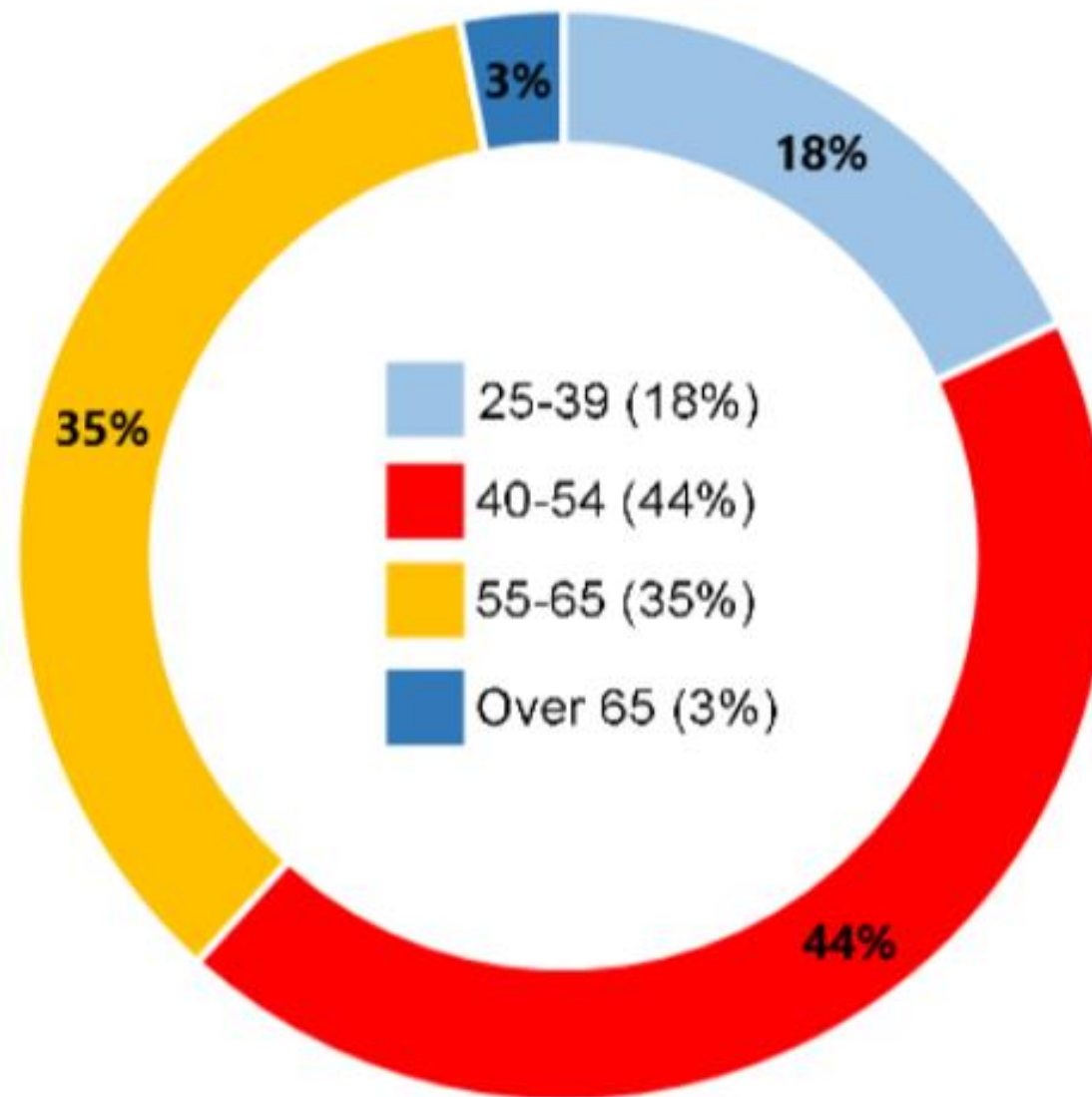
Successful mentoring relationships are marked by mutual respect, clear expectation, personal connection ,and shared values. In most cases, both the mentor and mentee gain from the relationship.

(“Develop others; mentor tips,” 2018)



Why Do We Need Mentors in Case Management?

Case Managers Are Getting Younger



2015

26-35 (2.97%)
36-45 (13.38%)
45-55 (37.37%)
55-65 (40.98%)
66-75 (5.31%)

2018

25-35 (9%)
36-45 (22%)
46-55 (34%)
56-65 (33%)
66-75 (2%)

2020

25-39 (18%)
40-54 (44%)
55-65 (35%)
Over 65 (3%)



Why Mentor?

A Rising Tide Lifts All Boats



- Development of knowledgeable, qualified, workforce
- Ensure integrity of the profession
- Your own professional development
- Self actualization
- Contributing to society
- Paying it forward
- Preventing burnout
- Ensuring the next generation of CM's can "carry the torch"
- Ensure the development of a knowledgeable, qualified, well-prepared case management workforce that is essential to better care, lower cost, healthier patient populations.
- Ensure when you or a loved one needs a CM there are well trained, competent CM's available.



A lot of people have gone further than they thought they
could because someone else thought they could
~unknown



Who Should You Mentor?



A photograph of two women sitting at a table in an outdoor cafe. The woman on the left has blonde hair and is wearing sunglasses, smiling. The woman on the right has dark hair and is wearing a purple scarf, laughing heartily with her mouth open. There are white coffee cups on the table. The background shows other cafe patrons and umbrellas.

“Successful mentoring relationships are marked by mutual respect, clear expectation, personal connection and shared values. In most cases, both mentor and mentee gain from the relationship.”

(“Develop others; mentor tips,” 2018)

A photograph of three women in a modern office environment. The woman on the left, with long brown hair and wearing a white polka-dot blouse, is seated and smiling. The woman in the center, with blonde hair and wearing a light blue sleeveless top, is standing and shaking hands with the woman on the right. The woman on the right, with dark curly hair and wearing a light blue patterned top, is also standing and smiling. They are positioned in front of a large window that offers a panoramic view of a city skyline. The text "Who Is The Best Person To Mentor Them?" is overlaid in white, centered across the image.

Who Is The Best Person To
Mentor Them?





- Make introductions to multidisciplinary professionals.
- Open doors to networking opportunities.

Mentor for the Moment

Many of the most poignant and memorable developmental moments occur when the right words are delivered at the right time - words that clarify understanding, reignite a passion, open eyes to an opportunity or change a life course

(Rath, 2007, p. 91)





Mentee's Responsibility

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Questions?
