

# New SUPERvisor Series Newsletter

## Supervisors The Series!



## June 11, 2009: Recognition Ceremony

The New SUPERvisor Series Recognition ceremony took place on Thursday, June 11<sup>th</sup> at 3pm in Mason Hall.

Mason President Dr. Allen Merten and Associate Vice President and Chief Human Resources Officer Linda Harber were present at this memorable event. Seventeen supervisors graduated the New SUPERvisor Series. It was a memorable event for friends, coworkers, family and of course, the supervisors who graduated!



## Upcoming Workshops!

Mark your calendars for the following New SUPERvisor series workshops coming in the Fall 2009:

- October 22<sup>nd</sup> from 10 am – 11am Make up Kick Off: Fenwick Library Conference room 10 – 11am
- October 15<sup>th</sup> at 1:00pm: When Domestic Violence Comes to Work – Do you know what you would do?
- November 4<sup>th</sup> at 9:30 am: Equity
- November 12<sup>th</sup> at 9:30 am: The Hiring Process
- November 17<sup>th</sup> at 9:30am: Dealing with Difficult People

Don't forget to register for the workshops by visiting the HR Training website at: [www.hr.gmu.edu/training](http://www.hr.gmu.edu/training)

## Important News

- Register for classes on the HR/Training website!
- If you have an idea for an optional class let us know so that we can schedule it!
- Classes are subject to **change** – check the HR/Training website for updates
- After the class send the evaluation to 3C3 for credit!
- If your classes do not seem to be updated quickly and still say “**pending**,” please be patient. New interns are in the learning process.

**Leadership is**  
unlocking  
people's potential  
to become  
better.”

~ Bill Bradley

For answers to questions:  
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[LARoth@gmu.edu](mailto:LARoth@gmu.edu)

[www.hr.gmu.edu/training](http://www.hr.gmu.edu/training)

# It's Never Too Late for a Mentor

By Rebecca R. Hastings, SPHR



Experts say today's professionals can benefit from the guidance of a wide array of mentors at all stages of career progression.

"You can and should be mentored by people of any age and should be mentored throughout your career," says Gail Aldrich, SPHR, an executive coach in Genoa, Nev., and former chief membership officer for the Society for Human Resource Management.

Mentors provide broad insights at the beginning of an individual's career, such as how to dress or how to enter a business meeting, Aldrich says, but the needs change over time. "As we age, we use them for a specific performance area," she says. "For example, a good communicator may not be skilled in the financial arena." That's when someone should seek a mentor who is a role model in the skill they need to develop, according to Aldrich.

"I would encourage anybody to get a mentor," says Cate Jones, career development practice leader at BlessingWhite Inc. "Mentors can give you insights about yourself and the organization, things you've never thought of." She says mentors can also help professionals think about how they can use their strengths in different ways.

"A mentor can really open your eyes to your talents," Aldrich says. "I've had valuable mentors my entire life. In my early 40s, I had a mentor/boss who encouraged me to try different things," she says. "It opened up a whole new career world in my 50s."

## Internal vs. External Mentors

The choice of mentor will ultimately depend on what the individual is hoping to get out of the mentoring relationship. "If they are seeking personal development, they may want someone who can give them insights about themselves and would therefore go outside the company to find a mentor," Jones says. "To navigate the organization, they'll want someone on the inside."

"University people are some of the sharpest people in the community, but they don't know how to market themselves within the organization," says Tom Gimbel, CEO of LaSalle Network, a Chicago-area staffing and executive search firm. He says it's important for professionals to seek out constructive criticism.

That's when a mentor from within the company can be particularly useful. Gimbel says such a mentor can discuss how the function is perceived internally and provide suggestions for how the professional can develop himself and his team to overcome any negative perceptions that may exist.

Internal mentors can also help a professional gain exposure and identify networking contacts, Jones says.

## Finding Mentors

"Over time, you'll want different mentors," Jones says, depending on what you want to get out of the relationship. "Look at people you've interviewed with, those you've admired and those you've connected with," she says.

Jones says. "You need to choose someone who is going to help you meet your goals."

A mentor who is younger is perfectly acceptable, even though that may seem contrary to the traditional view of mentors. "It's less about age and more about the insights and experiences they bring and how you look at them and value them," Jones says. "It could be someone younger, older or a peer."

Aldrich says some leadership development programs encourage professionals to build a network of mentors. "It's great to stay in touch with previous bosses who have mentored you as well as people in the community who you know," she says.

## Retreat: The Worst Nightmare...or is it?

Hello Mason Supervisors,

My name is Angelica Quant (Human Resources Intern in the Training and Development Department - Spring, 2009). My main focus during my internship was providing assistance to those in the New SUPERvisor series. I have had the pleasure of talking to and even meeting some of the supervisors from the series. I am sure some of you have heard from me, whether it was by email, the phone or even personal visits. My goal for some of you was to have you participate in the Training Recognition Ceremony. For others, my plan was to assist you in completing the pending workshops.

During my time at Mason, I noticed a few similarities that some of the supervisors had while being in the series. One of the similarities had to do with the participation of the Retreat. It seemed that supervisors had hardly any trouble signing up for workshops and attending them. However, the one workshop that plenty of supervisors had second thoughts about attending was...the Retreat. No worries. You are not alone.

The reasons for not attending the Retreat varied. Some of the reasons included:

- Not knowing there was a project involved
- Not sure what to do for the project (Topic)
- Not feeling ready to present the project
- Not having time to do the project
- Not having time to attend the Retreat
- No longer having a mentor
- Not keeping up with the mentor journal
- Not knowing exactly what the Retreat was about

Do any of these reasons sound familiar? It turns out more than one supervisor had at least one of these reasons for not attending the Retreat. The good news is the Human Resources Training Team is here to help! We have solutions for all of these reasons. All you have to do is email us ([hrtrain@gmu.edu](mailto:hrtrain@gmu.edu)) or give us a call (ext 3-2621 or 3-4180). We will be more than happy to help you think of a topic, find a new mentor and/or explain what the Retreat is about. Remember that your project does not have to be something you have to keep setting time apart for. You can do work on your project as you complete your everyday tasks. In other words, you can complete your project on-the-job.

Supervisors who have attended the Retreat realize it was not as frightening as it sounded. Mike Snipas, who recently attended the Retreat in March, claims that he was nervous because he was going to attend the Retreat and did "not know what to expect." In the end, the Retreat turned out to be a good experience for Mike. For those concerned about the Retreat, Mike has some suggestions: Come up with a project topic after taking 50% of the workshops and take a look at the sample projects from past Retreats on the Training website.

So if you are one of the supervisors who still needs to attend the Retreat and have doubts about attending, I encourage you to let the training team, especially Lori Ann Roth, know about your concerns in order to help you. I hope I have been helpful to those I have interacted with during my time at Mason. I will no longer be around for those planning on graduating for the next Recognition Ceremony. However, I would like to reiterate that help is always available. I wish you all the best, congratulations to the June 2009 New SUPERvisor series graduates and thank you for making my time at Mason a memorable one.

Angelica Quant - Spring 2009 GMU Intern

## SUPERvisor Series Cohorts

### March 2007

Antrim, James  
Ballesteros, Angela  
Berhe, Connie  
Blacksten, John  
Bodenheimer, John  
Cohen, Barbara  
Corneille, Natakai  
Done, Paul  
Doody, Rachel  
Feng, Jingxiao  
Ford, Kim  
Foster, Jim A.  
Harris, Roshanda  
Huff, Rodney  
Jovancevic, Kathryn  
Khan, Asifa  
Lee, David T.  
Lee, Geraldine  
Manuel, Julia  
McDaniel, Carey  
Stevens, Sean  
Tasaki, Cynthia  
Williams, Debbie  
Wulf, Christina

### October 2007

Arnett, John  
Brooks, Colette  
Cantwell, Evan  
Duval, Sara  
Lim, Michelle  
Moffitt, Amy  
Nolder, Lisa  
Ouelette, James  
Ozernoy, Maryanne  
Petterson, Lori  
Runge, August  
Seeberg, Sarah  
Sobieralski, Joe  
Theroux, Manon  
Troutman, Rhonda  
Tucker, Mery  
Williams, Lamont  
Vaxmonksy, Mary

### March 2008

Allen, Earl  
Antonini, Jennifer  
Blandon, Juan "Carlos"  
Brooks, Stephen  
Crockett, Christina  
Ellis, Keith  
Farris, David  
Hughes, John  
Singleton, Korey

### September 2008

Andrews, Betty  
Bosik, Joanna  
Bloomquist, Sharon  
Carpenter, Calvin  
Coratolo, Jennifer  
Detlev, Angela  
Galvan, Chris  
Gibson, Kevin  
Hunt, Philip  
Johnson, Susan  
Lafleur, Leroy  
Kihiu, Karen  
Martin, Amanda  
Marsh, Mecca  
Peacock, Patricia  
Royal, Dennis  
Shearer, Zachary  
Snipas, Mike  
Snyder, Claire  
Stedmend, Diann  
Seamans, Everett

### March 2009

Donaho, Donna  
Ganeva, Yoanna  
Holt, Cynthia  
Locke, Ken  
Lam, Nathalie  
Patrick, Corrine  
Sobieralski, Joy  
Wright, James  
These Supervisors have  
graduated

### September 2009

Appleton, Elizabeth  
Boney, Mariama  
Brown, Donald  
Burmeier, Elise  
Carls, Joseph  
Choy, Cheryl  
Davis, T G  
Fulcher, Amie  
Graham, Michael  
Grandinetta, Mary Ann  
Harris, Douglas  
Hicks, Dennis  
Hicks, Shakoya  
Houston-Ebron, Sandra  
Kamara, Tennah  
Lopez, Jose  
Mcintosh, John  
Menard, Tiffany  
Nesbit, Archie  
Palmer, Lene  
Riegel, Wallace  
Rodgers, Ellen  
Smalfelt, Greg  
Taggart, Daniel  
Walz, Sarah  
Weathers, Sheri