

# PASSING THE TORCH

MENTORING, COACHING,  
AND LEGACY LEADERSHIP



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# MENTORING

Great mentors don't just shape careers; they mold leaders by nurturing the potential within, helping others rise to the occasion, and guiding them to the pinnacle of their capabilities.

# MY MENTORS

- Leadership is a journey of personal growth, and my mentors played a pivotal role in getting me to where I am today.
- The potential they saw in me that I could not always see in myself.
- Their unwavering belief pushed me to aim higher.
- Their confidence in my abilities gave me the courage to take on new challenges and step out of my comfort zone.
- My mentors' belief in me wasn't just motivating; it was transformative.

# PAYING IT FORWARD

- It's my turn to pay forward the wisdom and support I received from others.
- A way to honor the legacy of my mentors.
- Create a ripple effect of positive change, helping emerging leaders reach their full potential.
- It's a responsibility and a privilege to help shape the future of our communities.



# MENTORING IS A ONE-SIZE-FITS-ONE APPROACH

## 1:1 Coaching

- Personalized attention and focus on individual development.
- Tailored to address specific goals, challenges, and needs.
- Exploration of individual career path.
- Confidential discussions and confidence building.

## Group Mentoring

- Collaborative learning in a group setting.
- Diverse perspectives and shared experiences.
- Suitable for skill-building, networking, and broader knowledge sharing.
- Building a sense of community and camaraderie.



# BENEFITS OF MENTORING

## Career Advancement:

- Guidance for setting and achieving career goals.
- Access to insights and knowledge for professional growth.



## Skill Development:

- Opportunity to acquire new skills and refine existing ones.
- Practical, real-world learning through mentorship.

## Confidence Building:

- Positive reinforcement and encouragement from mentors.
- Belief in one's abilities and potential.

# BENEFITS OF MENTORING

## Networking:

- Expansion of professional network through mentor's connections.
- Introduction to new opportunities and collaborations.



## Feedback and Growth:

- Constructive feedback for continuous improvement.
- Support in overcoming challenges and obstacles.

## Knowledge Transfer:

- Transfer of industry-specific knowledge and expertise.
- Preservation and sharing of institutional wisdom.

# BENEFITS OF MENTORING

## Personal Development:

- Improved decision-making and problem-solving skills.
- Enhanced self-awareness and leadership capabilities.



## Job Satisfaction:

- Increased job satisfaction and engagement.
- Support for work-life balance and career fulfillment.

## Long-term Success:

- Mentorship as a foundation for long-term career success.
- Building a strong foundation for leadership roles.



# BENEFITS OF MENTORING



## Overall Well-being:

- Personal and professional well-being through mentorship.
- A sense of belonging and support in the workplace.

# OPPORTUNITIES FOR MENTORING

**O 1** IN THE WORKPLACE  
Within your organization, volunteer for in-house mentoring programs.

**O 2** PROFESSIONAL ORGANIZATIONS  
Join associations or groups related to your field and look for mentoring initiatives.

**O 3** EDUCATIONAL INSTITUTIONS  
Collaborate with schools, colleges, or universities. Participate in mentoring programs for students.

**O 4** NONPROFIT AND COMMUNITY ORGANIZATIONS  
Engage with local community groups.

**O 5** NETWORKING EVENTS  
Attend conferences and networking events. Seek out mentorship opportunities within professional circles.

# OPPORTUNITIES FOR MENTORING

**06** INDUSTRY CONFERENCES  
Look for mentorship programs at conferences. Connect with aspiring professionals in your field.

**08** PROFESSIONAL ASSOCIATIONS  
Offer to mentor members in your field.

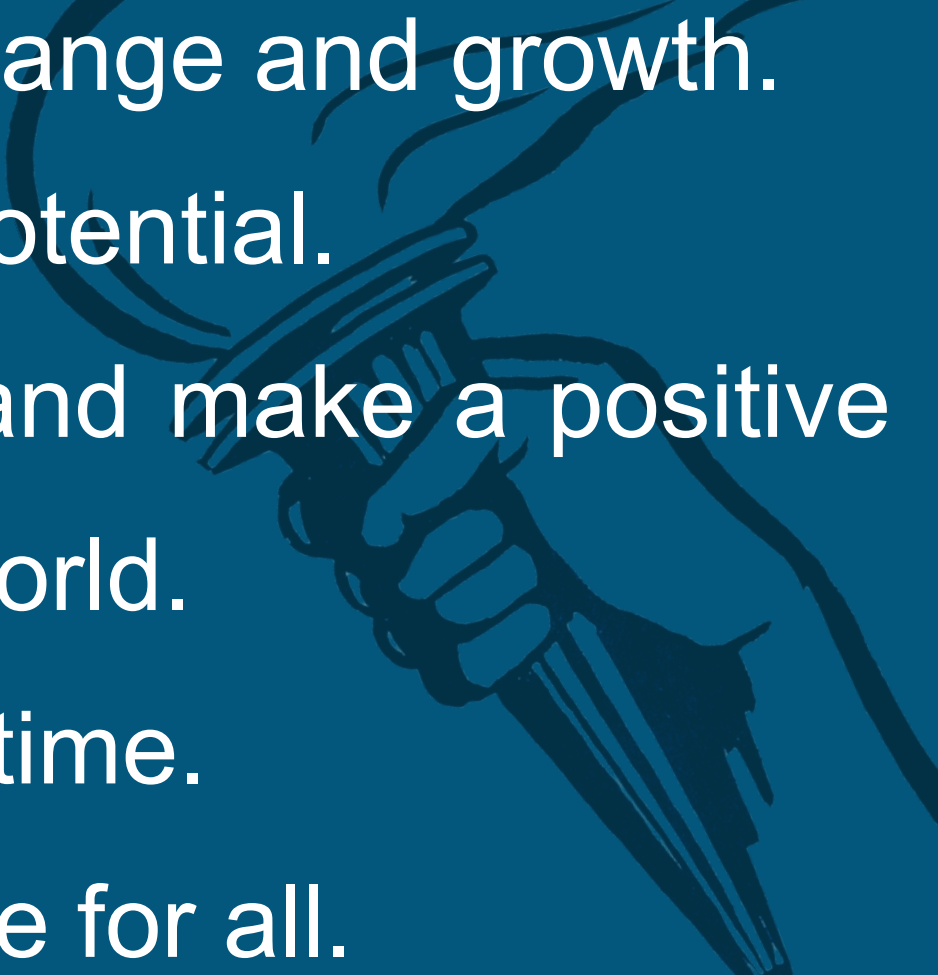
**07** SOCIAL MEDIA AND LINKEDIN  
Leverage online platforms for mentor-mentee connections.

**09** REFERRALS AND RECOMMENDATIONS  
Ask colleagues and mentors for referrals.

**10** ONLINE PLATFORMS  
Explore mentoring platforms and websites and connect with mentees worldwide via virtual mentoring.



# CARRY THE TORCH FORWARD

- Mentoring and coaching are powerful catalysts for change and growth.
  - Opens doors for countless others to reach their full potential.
  - Builds skills to tackle challenges, drive innovation, and make a positive impact on our organizations, communities, and the world.
  - Together, we can make a difference, one leader at a time.
  - Collectively, shape a brighter, more empowered future for all.
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- A stylized illustration of a hand holding a torch with a flame, rendered in a dark blue color against the background.

LEGACY LEADERSHIP  
IS NOT MEASURED BY THE  
ECHOES OF OUR OWN  
SUCCESS BUT BY THE  
IMPACT WE CREATE IN THE  
LEADERS WE NURTURE  
THROUGH MENTORING AND  
COACHING.



# TRUST TAKES TIME

"TRUST IS BUILT IN  
DROPS AND LOST  
IN BUCKETS."

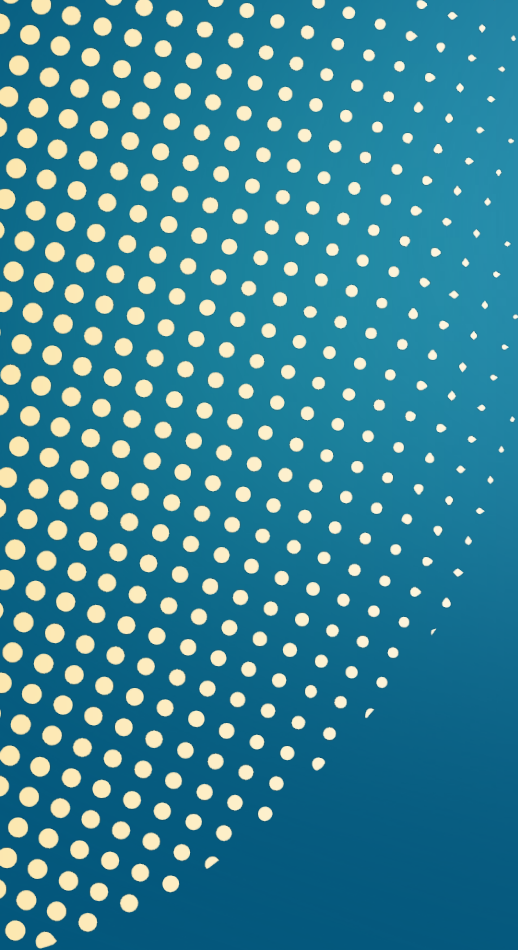
KEVIN KRUSE

# TRUST EROSION

The crack starts small and can erode quickly or over time.


- Isolated incidents or misconduct.
- Consequences of broken trust within an organization or community.
- Lack of transparency.
- Media scrutiny and public perception.
- Lack of accountability.
- Ineffective complaint handling.

The list goes on...



# A JOURNEY OF REDEMPTION

TURNING DISTRUST INTO TRUST IS LIKE MENDING A  
BROKEN BRIDGE...ONE SINCERE ACT OF CONNECTION  
AT A TIME.



# REBUILDING TRUST

- Demonstrate unwavering commitment to open and honest communication.
- Take responsibility and acknowledge mistakes and/or misconduct promptly.
- Address systemic issues to proactively prevent future incidents.
- Apologize sincerely and ask for forgiveness.
- Engage others for feedback, actively seeking input.
- Listen to understand and share to be understood, promoting empathy.
- Find a middle ground through collaborative problem-solving.
- Commit to the practice of sustained change, not just temporary fixes.
- Invest the time, recognizing that trust recovery is a continuous process.
- Check-in frequently to ensure the trust is being rebuilt and be patient.

Remember, it takes consistent steps to rebuild trust.





# COMMIT TO THE JOURNEY AND STAY THE COURSE

It takes two. ... Collective efforts by both parties.

Invest the time today, for a better relationship tomorrow.

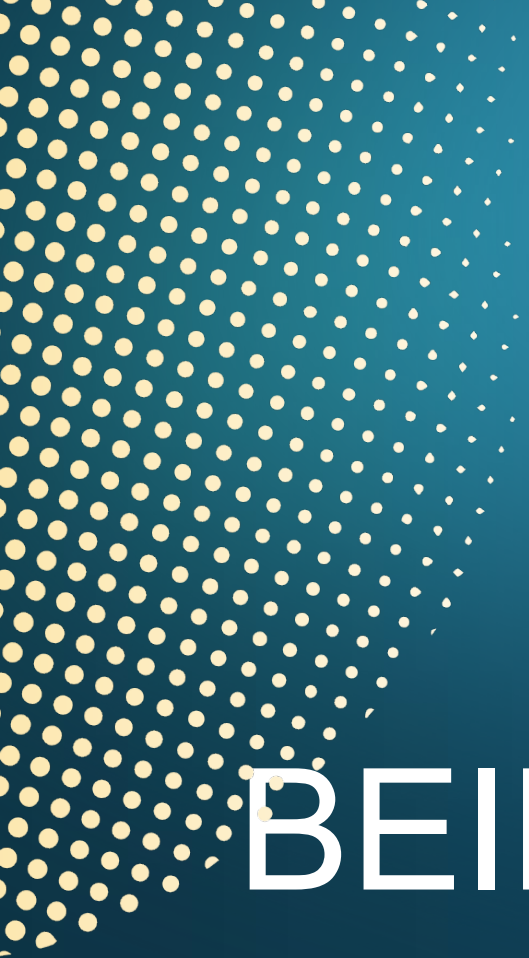
Trust is the foundation upon which stronger, safer communities and organizations are built. Stay the course.



# THE VALUE OF THE CHARMM'D FOUNDATION

Power in community and like-minded leaders

- Serving tax-exempt leaders nationwide
- Leadership is a journey. Own it.
- Multiple opportunities to grow yourself professionally and personally while helping others.
- Have a community that cares about you and your success.
- Make connections with other leaders.
- Walk away with new knowledge, tools and resources.
- There's no reason to go through your leadership journey alone.



BEING A PART OF THE CHARMM'D  
COMMUNITY HAS MADE A  
DIFFERENCE FOR ME



# SERVICES CHARMM'D OFFERS

- **Peer Advisory Groups** at no charge for leaders of all levels.
- **Executive and Leadership Coaching** for confidential support and accountability.
- **Leadership Academy** for new and up-and-coming leaders.
- **Team Workshops** using assessments to dive into understanding themselves, one another, and how you operate as a team.
- **Custom Facilitations** for important meetings or conversations to establish an understanding of the goal, planning for it and leading to its success.
- **8AM Virtual Speaker Series** at no cost, come hear a variety of speakers throughout the year on different leadership topics.

Scan our QR Code to learn more about Charmm'd





City of  
**Evanston™**

THANK  
YOU!



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