

# Formal Mentoring Relationships In Organizations An Annotated Bibliography

*BF Bulletin* 1999

*Paradigm shifts in Business Delivery Innovative Management Practices* St martin Institute of Business Management

**Mentoring Programs in ARL Libraries** Association of Research Libraries. Systems and Procedures Exchange Center 1999

*Executive Coaching* Christina A. Douglas 2000 What does a typical coaching process look like? What are the steps that lead through that process? This book examines these questions and others in a review of the current literature about executive coaching. The authors continue the discussion with a look at the themes revealed through their review and lay the groundwork for thinking about executive coaching as a process and relationship rather than just a brief "fix-it" intervention.

Formal Mentoring Programs in Organizations Christina A. Douglas 1997 Designed to help those who develop and implement formal mentoring programs find relevant information, this publication summarizes 80 books and articles selected from the practical and academic literature. Section 1 is an annotated bibliography of the 80 works representative of the available published literature on formal mentoring programs within organizational settings. Sections 2-4 organize information from the annotations in subject areas that are designed to help human resources practitioners, trainers, management-development directors, and other individuals whose responsibilities involve management development within organizations. Section 2 contains a brief historical overview, describing the thinking about and the use of formal mentoring programs. The last two sections review literature on practical issues around program content and development. Section 3 takes a look at the objectives, content, and benefits and drawbacks of mentoring programs. Section 4 offers practical advice for individuals hoping to initiate a formal mentoring program or improve an existing one. It summarizes the recurring themes regarding effective strategies for developing and implementing formal mentoring relationships in organizations. Author and title indexes are provided. (YLB)

*The Wiley-Blackwell Handbook of the Psychology of Coaching and Mentoring* Jonathan Passmore 2016-08-08 A state-of-the-art reference, drawing on key contemporary research to provide an in-depth, international, and competencies-based approach to the psychology of coaching and mentoring. Puts cutting-edge evidence at the fingertips of organizational psychology practitioners who need it most, but who do not always have the time or resources to keep up with scholarly research Thematic chapters cover theoretical models, efficacy, ethics, training, the influence of emerging fields such as neuroscience and mindfulness, virtual coaching and mentoring and more Contributors include Anthony Grant, David Clutterbuck, Susan David, Robert Garvey, Stephen Palmer, Reinhard Stelter, Robert Lee, David Lane, Tatiana Bachkirova and Carol Kauffman With a Foreword by Sir John Whitmore

**Organisational Flexibility and Competitiveness** M. K. Nandakumar 2014-03-20 The proposed book is intended to provide a conceptual framework of 'Organisational Flexibility and Competitiveness' supported by research studies in various types of flexibilities exhibited by an organisation. The need for enterprise flexibility in an era of rapidly advancing technology, increasing competition, and globalization, is apparent. Flexibility can be thought of as an ability of the enterprise to quickly and efficiently respond to market changes and to bring new products and services quickly to the market place. Beyond this definition, a truly flexible enterprise should proactively change the market through its ability to create truly new and innovative products and services. The book applies the concept of flexibility to various functional areas: strategy and competitiveness, organization and HR management, information systems, finance and risk management, operations and supply chain management.

**The Handbook of Mentoring at Work** Belle Rose Ragins 2007-10-09 "This handbook is remarkable in that it provides a comprehensive and finely nuanced account of the diverse approaches that researchers, theorists, and practitioners have taken to mentoring by incorporating insights of some of the most widely known and respected researchers in careers and in mentoring...This handbook is poised to become a classic in career and mentoring literature with its potential long-term heuristic usefulness in generating new intersections among theory, research, and practice." Rebecca L. Weiler, Suzy D'Enbeau, Patrice M. Buzzanell, Purdue University "This handbook is poised to become a classic in career and mentoring literature with its potential long-term heuristic usefulness in generating new intersections among theory, research, and practice...it is encouraging that so much of the handbook establishes grounds for future communication research and relates directly to current trends in organizational and managerial communication." MANAGEMENT COMMUNICATION QUARTERLY "Ragins and Kram both scholars whose work ignited the field of mentoring some 20 years ago and has guided it ever since have teamed up to produce this lucid and accessible compendium of research and theory on mentoring relationships at work. Bringing together an impressive group of scholars, this volume offers a comprehensive assessment of the current state of knowledge about mentoring, as well as an ambitious, theory-driven, practice-oriented agenda for future research. This book is an essential resource and could not be more timely as organizational scholars and practitioners alike grapple with the challenges of developing an ever more diverse workforce to meet the needs of an ever more global and technologically sophisticated organizational world." Robin Ely, Harvard Business School "The most complete reference in mentoring. The most seminal thinkers and the most significant collection of essays in print. A must read for everyone concerned with growth and learning." Warren Bennis, University of Southern California "This book is extremely timely. After two decades of research and debate, it provides a definitive guide to the study and practice of mentoring. In a world of looming talent shortages, it will prove an invaluable resource to reflective practitioners and organizational scholars alike. The authors should be congratulated for offering this tour de force of cutting-edge research and practice on mentoring while also charting new territories for future investigation." Herminia Ibarra, INSEAD "From two of the leading theorists in the field of mentoring comes an extraordinary volume. Ragins and Kram have guided a stellar group of authors toward new heights in theory and practice. The book covers all the bases and provides multiple perspectives some entirely new that promise to be generative of innovative research and practice. No one interested in mentoring, neither scholar nor practitioner, can afford to ignore this remarkable book." Lotte Bailyn, MIT Sloan School of Management "The explosion of interest in workplace mentoring today cries out for more robust research frameworks as well as new and better practical applications. This superb Handbook closes that gap by bringing together leading scholars and practitioners for a comprehensive overview of this fast-growing phenomenon. Researchers, students, human resources professionals and practicing managers alike indeed, anyone who has been a mentor or mentee will find this groundbreaking volume an indispensable companion." John Alexander, Former President and Senior Advisor, Center for Creative Leadership *The Handbook of Mentoring at Work: Theory, Research, and Practice* brings together the leading scholars in the field in order to craft the definitive reference book on workplace mentoring. This state-of-the-art guide connects existing knowledge to cutting-edge theory, research directions, and practice strategies to generate the "must-have" resource for mentoring theorists, researchers, and

### **The Leadership Quarterly** 2000

*Mentoring Away the Glass Ceiling in Academia* Brenda Marina 2015-06-10 *Mentoring Away the Glass Ceiling in Academia: A Cultured Critique* describes how women of diverse backgrounds perceive their mentoring experiences or the lack of mentoring experiences in the academy. This book provides a space for envisioning strategies and practices to improve mentoring practices and the collegiate environment.

**Mentoring Millennials in an Asian Context** Paul Lim 2020-03-16 This book answers an important question: if mentoring research coming out of Western nations have consistently shown that

mentoring millennials brings tangible benefits to the organisation in the areas of job satisfaction, organisational commitment and employee retention, would such observations be seen in an Asian context?

**The SAGE Handbook of Mentoring** David A. Clutterbuck 2017-02-09 The SAGE Handbook of Mentoring provides a scholarly, comprehensive and critical overview of mentoring theory, research and practice across the world. Internationally renowned authors map out the key historical and contemporary research, before considering modern case study examples and future directions for the field. The chapters are organised into four areas: The Landscape of Mentoring The Practice of Mentoring The Context of Mentoring Case Studies of Mentoring Around the Globe This Handbook is a resource for mentoring academics, students and practitioners across a range of disciplines including business and management, education, health, psychology, counselling, and social work.

**Journal of Vocational Behavior** Mark L Savickas 2003

*Knowledge Management Initiatives and Strategies in Small and Medium Enterprises* Bencsik, Andrea 2016-09-27 To maintain a competitive edge against other businesses, companies must ensure the most effective strategies and procedures are in place. This is particularly critical in smaller business environments with fewer resources. *Knowledge Management Initiatives and Strategies in Small and Medium Enterprises* is an authoritative reference source for the latest scholarly material on the management of knowledge resources in smaller-scale enterprises. Highlighting theoretical foundations and real-world applications, this book is ideally designed for professionals, practitioners, researchers, and upper-level students interested in emerging perspectives on knowledge management.

*The Organizational and Human Dimensions of Successful Mentoring Programs and Relationships* Frances K. Kochan 2002-08-01 Mentoring has become an important aspect of professional development in a wide variety of fields such as education engineering and business. There is an increased interest in the topic on a global scale. Research indicates that those who receive mentoring rise faster in their organizations and have more success in their careers than those who do not have this experience. This series will focus on various aspects of the mentoring process. This book examines mentoring with a focus on enhancing opportunities for those traditionally ignored in the mentoring process. It includes chapters about mentoring in a variety of settings with varied populations to capture the essence of the experience. The editor gleans the chapters to present an analysis of the organizational factors which should be considered when designing a mentoring program and the human side of the mentoring process. The book should be of interest to those who want to foster the success of others through organizational mentoring initiatives as well as to individuals who wish to participate in mentoring endeavors as a mentor or mentee.

**Work and Quality of Life** Nora P. Reilly 2012-05-31 Employees have personal responsibilities as well as responsibilities to their employers. They also have rights. In order to maintain their well-being, employees need opportunities to resolve conflicting obligations. Employees are often torn between the ethical obligations to fulfill both their work and non-work roles, to respect and be respected by their employers and coworkers, to be responsible to the organization while the organization is reciprocally responsible to them, to be afforded some degree of autonomy at work while attending to collaborative goals, to work within a climate of mutual employee-management trust, and to voice opinions about work policies, processes and conditions without fear of retribution. Humanistic organizations can recognize conflicts created by the work environment and provide opportunities to resolve or minimize them. This handbook empirically documents the dilemmas that result from responsibility-based conflicts. The book is organized by sources of dilemmas that fall into three major categories: individual, organizational (internal policies and procedures), and cultural (social forces external to the organization), including an introduction and a final integration of the many ways in which organizations can contribute to positive employee health and well-being. This book is aimed at both academicians and practitioners who are interested in how interventions that stem from industrial and organizational psychology may address ethical dilemmas commonly faced by employees.

Mentoring International Association for Mentoring 1986

**International Encyclopedia of Business and Management** Malcolm Warner 2002

**ICIE 2016 Proceedings of the 4th International Conference on Innovation and**

**Entrepreneurship** Dr Kenneth A. Grant and Dr Sean Wise 2016

**The Oxford Handbook of Organizational Psychology, Volume 1** Steve W. J. Kozlowski

2012-06-14 Organizational psychology is the science of psychology applied to work and organizations. This is the first of two volumes which compiles knowledge in organizational psychology, encapsulates key topics of research and application, and summarizes important research findings.

**A Comparison of Matching Methods, Choice and Assignment, in Formal Adult Mentoring Relationships in the Community College Context** Ruth Allen Hopkins 2003 The current study examined formal adult mentoring relationships in the community college context for two different matching methods, mentee assignment and mentee choice, while controlling for five other variables known to affect mentoring, meeting frequency, duration of the relationship, age, gender, and previous mentoring relationships. Internet survey data from 266 mentees and 155 mentors were used to compare perceptions of three mentoring functions, career development, personal-professional development, and self-determination support. Multiple regression was used to build models predicting each of the mentoring functions for both mentees and mentors.

**Seven Keys to Successful Mentoring** E. Wayne Hart 2011-08-02 Mentoring is an intentional, developmental relationship in which a more experienced, more knowledgeable person nurtures the professional and personal life of a less experienced, less knowledgeable person. Both mentors and mentees realize many benefits from mentoring, as do organizations that encourage, structure, and support mentoring. Effective mentors develop the leadership capacity of their mentees while increasing their own skills. They transfer their knowledge and expertise back into their organizations. They nurture the alignment between employee aspirations and organizational imperatives, and they create depth and loyalty within their organizations. Leaders who take mentoring seriously and handle it effectively have a profound impact.

**Implementing Mentoring Schemes** Nadine Klasen 2012-05-04 Over the past few years the application of mentoring in business has risen steeply and more organizations than ever are seeking to utilize its power. 'Implementing Mentoring Schemes' constitutes the most comprehensive and up-to-date coverage of the design, implementation, evaluation and revitalization of mentoring schemes. Although it can be used as a practical "how-to" guide on implementing mentoring schemes, it is ultimately a book that promotes best practice, combining academic research and case studies with many years of practical experience to produce expert advice. It enables readers to fully understand mentoring and to create state-of-the-art programs. In addition, it establishes a tenable case for mentoring that will greatly assist readers in promoting programs within their organization.

**Mentoring** Bidy Fisher 1994 Mentoring is usually understood to mean the sharing of wisdom and provision of advice to younger professionals by a senior figure. This guide explores the specific skills required for a successful mentoring relationship, and features an outline of models of good practice.

*Multiculturalism in Technology-Based Education: Case Studies on ICT-Supported Approaches*

García-Peñalvo, Francisco José 2012-09-30 Our differences in language, cultures, and history around the world play a vital role in the way we learn. As technology-based education continues to be used worldwide, there is an ever growing interest in how multiculturalism comes into effect.

*Multiculturalism in Technology-Based Education: Case Studies on ICT-Supported Approaches* explores the multidisciplinary approaches to transculturality and multiculturalism and its influence on technology-based education. This comprehensive reference source is a collection of education cases which investigate transcultural education using theoretical aspects and practical applications inside a technological framework. This book aims to be a reference for university professors, students, and researchers alike.

*Resources in Education* 1998

Mentoring Dilemmas Audrey J. Murrell 1999-03 The world is continually changing. As organizations

become more diverse, the need to recognize and develop talent within others becomes more critical and more complex. Herein lies the fundamental dilemma that parties to these important relationships face. Based on a recent gathering in Amherst, the contributors of this volume attempted to help each other better understand the issues that they were facing in their own diversified mentoring relationships as mentors, protégés, or both. This volume is the result of their efforts. Organized into three sections, the book focuses on the different types of mentoring perspectives--theoretical, empirical, and experiential. It addresses the following issues:

\*Developmental relationships--the emerging themes and theoretical models that discuss the experiences of various ethnic populations, \*Empirical evidence--qualitative and quantitative research that examines the impact of diverse mentoring relationships, \*First-hand accounts--experiences that recount key lessons learned in various situations, including breaking the glass ceiling, among others.

**Sustainable Management for Managers and Engineers** Carolina Machado 2021-03-03 In a competitive and complex world, where requirements from different fields are ever-growing, organizations need to be responsible for their actions in their respective markets. However, this responsibility must not be deemed one-time-only but instead should be seen as a continuous process, under which organizations ought to effectively use the different resources to allow them to meet the present and future requirements of their stakeholders. Having a significant influence on their collaborators performance, the role developed by managers and engineers is highly relevant to the sustainability of an organizations success. Conscious of this reality, this book contributes to the exchange of experiences and perspectives on the state of research related to sustainable management. Particular focus is given to the role that needs to be developed by managers and engineers, as well as to the future direction of this field of research.

#### **Organizational Culture and Behavior: Concepts, Methodologies, Tools, and Applications**

Management Association, Information Resources 2017-02-10 The questionable practices and policies of many businesses are coming under scrutiny by consumers and the media. As such, it important to research new methods and systems for creating optimal business cultures. Organizational Culture and Behavior: Concepts, Methodologies, Tools, and Applications is a comprehensive resource on the latest advances and developments for creating a system of shared values and beliefs in business environments. Featuring extensive coverage across a range of relevant perspectives and topics, such as organizational climate, collaboration orientation, and aggressiveness orientation, this book is ideally designed for business owners, managers, entrepreneurs, professionals, researchers, and students actively involved in the modern business realm.

**Handbook of Research Methods in Careers** Wendy Murphy 2021-06-25 This Handbook of Research Methods in Careers serves as a comprehensive guide to the methodologies that researchers use in career scholarship. Presenting detailed overviews of methodologies, contributors offer numerous actionable best practices, realistic previews, and cautionary tales based on their vast collective experience of research in the discipline.

#### **Community College Review 2004**

#### **Profitable Strategies for Fitness Managers, Directors and Owners**

*Academy of Management Journal* Academy of Management 2000 Focus on management theory and practice

#### **The Center for Creative Leadership Handbook of Leadership Development** Cynthia D.

McCauley 2004-01-16 The Center for Creative Leadership (CCL) is the world's largest institution devoted exclusively to leadership research and education. For more than three decades, CCL has studied and trained hundreds of thousands of executives and worked with them to create practical models, tools, and publications for the development of effective leaders and leadership. This second edition of The Center for Creative Leadership Handbook of Leadership Development brings together the wealth of practical knowledge that CCL has gained from this experience. It explores the essence of leadership development, reveals how individuals can effectively enhance their leadership skills, and demonstrates what organizations can do to help build leaders and leadership capacity. The book also includes a companion CD-ROM that contains a library of classic CCL publications for practicing

leaders.

The Blackwell Handbook of Mentoring Tammy D. Allen 2011-08-24 Cutting across the fields of psychology, management, education, counseling, social work, and sociology, The Blackwell Handbook of Mentoring reveals an innovative, multi-disciplinary approach to the practice and theory of mentoring. Provides a complete, multi-disciplinary look at the practice and theory of mentoring and demonstrates its advantages Brings together, for the first time, expert researchers from the three primary areas of mentoring: workplace, academy, and community Leading scholars provide critical analysis on important literature concerning theoretical approaches and methodological issues in the field Final section presents an integrated perspective on mentoring relationships and projects a future agenda for the field

**The Science of Effective Mentorship in STEMM** National Academies of Sciences, Engineering, and Medicine 2020-01-24 Mentorship is a catalyst capable of unleashing one's potential for discovery, curiosity, and participation in STEMM and subsequently improving the training environment in which that STEMM potential is fostered. Mentoring relationships provide developmental spaces in which students' STEMM skills are honed and pathways into STEMM fields can be discovered. Because mentorship can be so influential in shaping the future STEMM workforce, its occurrence should not be left to chance or idiosyncratic implementation. There is a gap between what we know about effective mentoring and how it is practiced in higher education. The Science of Effective Mentorship in STEMM studies mentoring programs and practices at the undergraduate and graduate levels. It explores the importance of mentorship, the science of mentoring relationships, mentorship of underrepresented students in STEMM, mentorship structures and behaviors, and institutional cultures that support mentorship. This report and its complementary interactive guide present insights on effective programs and practices that can be adopted and adapted by institutions, departments, and individual faculty members.

Handbook of Industrial, Work & Organizational Psychology Neil Anderson 2001-10-19 "It is absolutely up to date and very much international in its outlook" Dr. Rolf van Dick, Dr. Patrick Tissington, Aston University The globalized nature of work in the new millennium implies that human resource management, psychological theories of personnel and individual behaviour in the workplace have to change and evolve. This volume mainly focuses on theories, techniques and methods used by industrial and work psychologists. Internationally renowned authors summarize advances in core topics such as: analysis of work; work design; job performance; performance appraisal and feedback; workplace counterproductivity; recruitment and personnel selection; work relevant individual difference variables (cognitive ability, personality); human-machine interactions; human errors; training; learning; individual development, socialization; and methods and measurement.

Applied Learning in Higher Education: Sok Mui Lim 2020 Today, "all institutions of higher education almost everywhere in the world have been influenced by the concept of globalisation. The resulting policy changes in each nation state have, of course, reflected the degree of the impact of globalisation on the country, hence the changes in higher education." (Banya, 2005, p.147). This points to globalisation shaping knowledge production as well as the spread of intentional and continuous waves of innovation. The effects of globalisation on education can be seen through a) the changing paradigm from a closed system to a more open system, and b) the changing approach from a teacher-centred learning environment to that of a learner-centred environment. This changing approach culminates in the broader ideas of 'applied learning' through a) a productive view of learning versus reproductive view of learning, b) constructivist versus behaviourist, c) learning facilitation versus teaching, and d) process-based assessment versus outcome-based assessment (Rudic, 2016).

*Collaborative Knowledge in Scientific Research Networks* Diviacco, Paolo 2014-10-31 Research inherently requires collaborative efforts between individuals, databases, and institutions. However, the systems that enable such interpersonal cooperation must be properly suited in facilitating such efforts to avoid impeding productivity. Collaborative Knowledge in Scientific Research Networks

addresses the various systems in place for collaborative e-research and how these practices serve to enhance the quality of research across disciplines. Covering new networks available through social media as well as traditional methods such as mailing lists and forums, this publication considers various scientific disciplines and their individual needs. Theorists of collaborative scientific work, technology developers, researchers, and funding agency officials will find this book valuable in exploring and understanding the process of scientific collaboration.

**The Routledge Companion to Human Resource Development** Rob F. Poell 2014-09-25 The field of Human Resource Development (HRD) has grown in prominence as an independent discipline from its roots in both management and education since the 1980s. There has been continual debate about the boundaries of HRD ever since. Drawing on a wide and respected international contributor base and with a focus on international markets, this book provides a thematic overview of current knowledge in HRD across the globe. The text is separated into nine sections which explore the origins of the field, adjacent and related fields, theoretical approaches, policy perspectives, interventions, core issues and concerns, HRD as a profession, HRD around the world, and emerging topics and future trends. An epilogue rounds off the volume by considering the present and future states of the discipline, and suggesting areas for further research. The Routledge Companion to Human Resource Development is an essential resource for researchers, students and HRD professionals alike.

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