



Collaborative Mentor Survey™



Nova Consulting
Cultivating Human Capacity



COLLABORATIVE MENTOR SURVEY™

CULTIVATING EXCELLENT MENTORS

Nova has identified five critical competencies from in-depth analysis of thousands of interviews concerning cultivating human capacity in organizations. For mentoring and mentor development, organizations must identify people who:

- build trust and openness
- act with integrity
- catalyze learning
- build commitment
- listen actively



Excellent mentors are distinguished by special criteria that draw forth, empower, and inspire the talent in others. Nova's substantial research has shown that certain competencies usually associated with wisdom, guidance, and collegial interpersonal skills characterize successful mentors. Nova can show you how to find and develop the guides your organization needs to foster and develop its talent.

Select the Mentors Who Make the Most Difference

Rather than give advice, excellent mentors guide potential. They are insightful, and their guidance is characterized by a depth of personal and interpersonal understanding that transfers wisdom, as well as life and learning skills, to others. The best mentors thus are able to evoke rapid, in-depth, whole-person learning in mentees—the kind of learning that makes superb performers and great leaders for your organization.

Excellent mentors consistently demonstrate five critical competencies that distinguish them from other teachers, trainers, managers, and job coaches. Discovering who in your organization can create an optimal performance development environment is a challenging enterprise for even the most attuned company. These five competencies are so statistically distinct that they not only distinguish but predict which of your most capable employees will be excellent in the mentor role.

Create a Climate of Continuous Learning

Nova excels at identifying the people in your organization who make good mentors, and the knowledge from this key perspective will enable you to cultivate the best mentors. Using Nova's Collaborative Mentor Survey allows you to discern and develop the mentoring capacity in your organization to promote learning at all levels. Knowing who the wise guides are and how to develop their competencies—or how to increase the mentoring capability of more employees—will give you the tools you need to create a learning organization with bottom-line benefits as your talent pool increases.

Develop Your Organization's Mentoring Capacity

Nova's Collaborative Mentor Survey assesses the competencies demonstrated by excellent mentors. It is quick, easy, and so affordable it can be administered to a number of employees so you can start to develop your organization's human assets right away.

The Collaborative Mentor Survey comes with a Development Guide featuring specific suggestions for new practices to cultivate mentor competencies. Our recommendations are matched to each of the critical behaviors that comprise the five competencies proven to characterize those who have the qualities of excellent mentors. For example:

Active Listener Competency:

The ability to seek out and gather relevant information from others, and hear what is implied as well as explicitly stated.

Behavioral indicator for Active Listener Competency from the survey:

Listen for underlying concerns when others resist or disagree.

Developmental suggestion:

Find the Fears Underlying the Objections

People usually resist out of fear. Probe for the root of the fear underlying the objection or resistance. Acknowledge the feelings and their legitimacy and only then discuss their content. Define the problem in terms of the conflict, real or perceived, inherent in the different needs, desires, and concerns of all parties involved—not in terms of the distance between staked-out positions. Get behind the specific position to the underlying concern.

Whether the Collaborative Mentor Survey is used in traditional mentoring programs or for targeted development applications, it can change your organization into a learning culture where the expansion of talent is exponential. Nova's Collaborative Mentor Survey can create a climate of continuous capacity development that serves your strategic plan.

Cultivate Human Capacity: Nova's Guiding Principle

We focus very closely on services and products that will cultivate your organization's human capacity and turn it into a culture of continuous learning. This diligence and attention to what really matters are basic to Nova's practice. Our consulting services are unique for their comprehensiveness, fact-based foundation, and innovative solutions to business issues. Our assessment products are unlike any in the industry for their scientific predictive validity that correlates with organization results.

If you would like information regarding how we can help your organization, call us at 1 866 YES NOVA. We will be happy to discuss how we can collaborate with you to cultivate human capacity and performance excellence in your organization.

From our

COLLABORATIVE MENTOR CASE FILES

Communications Client

A global communications company wanted to increase earnings in Europe by winning new international accounts. With offices dispersed across a score of countries, they determined to bring together interdisciplinary teams to pursue these accounts and used Nova's Collaborative Mentor Survey to identify the leaders most capable of developing the talents of individuals from many specialties and backgrounds. Mentors, regardless of their own specialty, were selected based on their ability to guide individuals and entire teams. The collaboration immediately won two major international accounts. In addition to winning new accounts, the mentors were so excited about what they could do, they began developing collaborative mentoring skills in their own departments—and even in their clients' businesses! They have created collaborative account management/client teams, taking customer relations to a whole new level and making continuous learning an integral part of their organization.

NOVA'S MISSION

To help leaders value and inspire human talent to produce exceptional results for the individual and the organization.

NOVA'S VALUES

- Wisdom** We apply the right use of knowledge.
- Honor** We have respect for self and others.
- Integrity** We do what we say we believe with passion.
- Trust** We are able to be counted on.
- Excellence** We deliver the highest quality work possible.

Pricing and Media

The Collaborative Mentor Survey Packet with Development Guide can be used on its own or as part of a program by individuals seeking self-improvement, human resources professionals, trainers, coaches, and senior management. For survey prices see our price sheet, or contact Nova.

For convenience and quick response, Nova's Collaborative Mentor Survey is designed to be taken over the internet. Our surveys are available through a variety of media. Print or CD versions are available for an additional fee, sent US domestic mail. Please contact Nova regarding these options, and about overnight and international shipping rates.

You may sample our surveys online at www.novaconsultinginc.com. You can also purchase our surveys online at the same web address.

For all formats, each Collaborative Mentor Survey Packet contains:

10 Surveys

- 1 Self, 9 Other.
(A minimum of 3 Other responses is necessary for statistically meaningful data.)
- 20 items, 5 Collaborative Mentor Competencies.
- Takes about 10 minutes to complete.

Scored Collaborative Mentor Profile

- Self and Other data are illustrated in bar graphs for each of the 5 competencies and their behavioral indicators.
- Scores are compared to percentiles from Nova's normed database of excellent mentors.

Comprehensive Collaborative Mentor Development Guide

- Defines each competency and its behavioral indicators.
- Provides information on strengths demonstrated and specific recommendations for practices to cultivate in weaker areas.
- Provides a worksheet with suggestions for creating a development plan.



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