



Aspiring Leaders Lab

Episode 6

Podcast Series Recap: Mentoring and Coaching Tips Summary Notes, Resources and Goal Planning

In this episode Dr. Froswa Booker-Drew and the Futures Without Violence team, Vivian Baylor and Mónica Arenas delve into leadership lessons and practices within organizations addressing intimate partner violence. They emphasize the significance of mentorship and coaching in professional and individual growth. Mentors provide wisdom, encouragement, inspiration, and empowerment. Coaches advise, protect, challenge you, identify resources, and provide support.

Identifying and Engaging with a Mentor

Tips from Vivian Baylor, Futures Without Violence

1. Identify your goals and the skills that you would like to develop.
2. Be intentional about picking your mentors. Identify people that are doing things that you would like to emulate in your own journey.
 - a. People that have specific skills and characteristics that could help you grow, expand, or develop.
 - b. People whose journey you want to understand. People that are not afraid to be their authentic selves.
 - c. People that do not shy away from difficult conversations
 - d. People who are open to receiving or giving feedback.

3. Seek mentors from diverse backgrounds, who are younger, older, or the same age as you.
4. Identify mentors through organizations, your job, and your place of worship. Consider formal mentorship program opportunities.
5. Reach out and do not be afraid to ask for help.
6. It's fine to have multiple mentors for different things or learnings. That is how you build your network.
7. Be yourself, ask questions, and request feedback.
8. Be receptive to feedback, whether it's constructive or good feedback. That feedback is going to help you grow.
9. Stay engaged with your mentors, express your gratitude, send cards, and provide updates on how their support has impacted you. Appreciation encourages mentors to keep supporting others and making a difference.

Mentoring and Coaching Tips from Podcast Guests

Dr. Froswa' Booker-Drew

- Identify what you want from the mentoring relationship. Is it a skill? Sponsorship for opening the doors to you?
- Be intentional about the time that you spend with your mentor.
- Create spaces for other leaders to mentor, coach and sponsor others, so that they can grow in their roles within or outside the organization.
- Build your social capital, your network and support system. You need a coach that's cheering you on. You need mentors that speak into your life and tell you their wisdom and their experiences. You need sponsors that are saying your names behind closed doors, opening opportunities for you and advocating your growth and on your behalf.

Macy Goodbear

- Take your time and know what it is that you want and need, before even looking for a coach, mentor, counselor, etc.
- Ask yourself: *Do I need someone who is gentle or forward? Do I need someone who is going to ease into a conversation or question by asking for permission or someone who is going to stop pointing out inconsistencies they may be hearing?*

- You could also ask people that you work with: *what do you think I should work on or improve?* This can help you develop questions to ask a possible mentor or coach, and what the conversations need to include.
- Mentoring can help with redirection and encouragement. Redirection for when you are going off course. Encouragement when we just want to give up.
- Coaching can help people go into the direction of and an end goal of improvement or assist through a change. Coaches provide input and help individuals bring things to light.

Kenyatta Grant:

- Look for inspiration and connect with other women of color who have been part of the movement for a longer time, ask for mentorship and guidance.
- Be honest and share both successes and failures. This enables informed decision-making and prevents repeating ineffective strategies.

Zenebia Law:

- Learn from others. Ask for coaching. Ask for feedback. Ask your team: *What am I currently doing that you need me to keep doing, because I am doing right? What do you want me to stop?*
- Practice structured One-on-One coaching meetings. Promote and build a system of coaching up practices, staff shadowing and peer feedback. As a supervisor, give timely feedback and coaching, ideally, within 24 hrs.

Daya Houston:

- In working and collaborating across generations, mentorship and learning need to go both ways.
- Finding and building authentic relationships that are vulnerable and open is a good way to look for mentors in our anti-violence field, because it's not so top down. It leads to sustainability in our roles.

Recap of Past Podcast Shows

Episode 1: Leadership Tips for Aspiring Leaders: 10 things I Wish I had Known, with Dr. Froswa' Booker Drew

- Recognize the importance of intergenerational collaboration.
- Be a learner and invest time in professional development.
- Be comfortable with your faults and recognize possible mistakes, the goal is to get better every day. Be kind to yourself and to others.

Episode 2: Advocating for Yourself to Advance Equity and Inclusion in Services for Survivors, with Kenyatta Grant

- Transparency is key. As a leader, it's okay to admit that you don't know everything.
- As a Black woman in this movement, it is important to be vocal and fight for a seat at the table. Be in it for the long haul, don't be quick to give up, and rely on your mentors when you need to vent or for guidance.

Episode 3: Communication, Conflict Resolution, and Collaboration Within Programs Addressing Intimate Partner Violence, with Zenebia Law

- Create a collaborative culture and staff engagement, where people enjoy their work, and everyone feels valued.
- Advice for women of color on overcoming challenges and disparities in leadership, build a support network of people for advice, guidance and inspiration to continue doing your work.

Episode 4: Lived Experience Expert Leadership and Cultural Strengths, with Macy Goodbear

- Use your lived experiences to shape who you are as a leader.
- Cultural practices are important for you to rely upon.
- Know your values and what is critical for you to be successful.

Episode 5: Leadership and Vulnerability, Daya's Experience, with Tishya Bedi and Rachna Kare, Daya Houston

- Be open to different ways of thinking and knowing.
- Recognize and nurture the contributions of younger generations and cultivate their leadership within the programs.

- Build friendships and relationships in the workplace and with colleagues, where you look after each other, this provides a space for vulnerability and accountability.

Call to Action and Personal Learning

A. What are three lessons you learned through this podcast that you can apply to yourself, work, and/or your organization?

B. What goals and skills would you like to achieve? You could also ask the people that you work with what they think you should work on or improve.

C. How can a mentor/coach assist you in meeting your goals or develop skills? Where could you identify a mentor or coach? What type of relationship do you need? Someone that is gentle or forward in challenging you and providing redirection?

D. What steps could you take to identify and build a relationship with a mentor or coach?

Resources:

- [Practicing Culturally Aware Coaching](#)
- [Mentoring Toolkit for Staff and Leaders Interested in Being Mentored](#)
- [Mentoring the Next Generation of Nonprofit Leaders: A Practical Guide for Managers](#)
- [The Mentor Toolkit](#)
- [Tips for Finding a Mentor](#)
- [Self-Coaching Strategies for Nonprofit Leaders, Scenarios & Strategies, NPQ](#)
- [Supporting Survivors of Domestic and Sexual Violence Through Mentoring](#)
- [Building Leadership for Social Impact \(Individual and Organizational\)](#)
- [Webinar: The Benefits of Mentorship: Empower, Lead, Succeed in Organizations Serving Survivors of Violence](#)
- [Webinar: Leading with Emotional Intelligence](#)
- [Podcast: Coaching for Leaders: Discover Leadership Wisdoms Through Insightful Conversations](#)

This podcast is part of the Supporting Organizational Sustainability, SOS Institute, a project of Futures Without Violence.

[Learn more and explore resources and tools.](#)

For information, resources, or technical assistance, contact:

[SOS Institute Project](#), at learning@futureswithoutviolence.org.

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Guest Biography



Vivian Baylor is the Administrative Program Coordinator at Futures Without Violence, working on the Learning and Leadership team. Baylor began her career as a sexual assault victim advocate before transitioning to director of outreach services at the Eastern Panhandle Empowerment Center in Martinsburg, WV. This opportunity shaped Vivian's career trajectory and helped her realize that serving underrepresented communities is where her heart lies. She has served as branch secretary and treasurer for two NAACP chapters in West Virginia. Additionally, Vivian is a certified domestic violence and sexual assault victim advocate through the WV Coalition Against Domestic Violence and the WV Foundation for Rape Information and Services. Ms. Baylor is an alumna from cohort 5 of the Leadership, Education and Advancement for Professionals (LEAP) Fellowship Program sponsored by VALORus (formerly known as CALCASA). Vivian recently received a master's degree in Nonprofit Leadership and Management from Arizona State University and currently calls Maryland her home. She enjoys any opportunity to uplift others and help them reach their full potential. Vivian loves spending time with her family dogs in addition to spending time outside, listening to the same music on repeat, reading a good book, building memories with friends and family, and challenging herself to learn new skills.

