

Mentoring – The IMA Way

Presented by IMA Leadership Academy

Benjamin Jackson

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The Association of
Accountants and
Financial Professionals
in Business

Webinar Features and CPE Credit

Q&A

Asking Questions



Participant Quick Guide



Help



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 0 min(s)

Criteria for Full Credit

Minutes to Watch: 50

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Moderator



**Sunil Deshmukh, M.Com, LL. B, CMA
CBM, FCMA (India), FCS, ACC**

President

IMA Mumbai Chapter

Faculty Member

IMA Leadership Academy

Featured Presenter



Benjamin Jackson

Owner

BenStew LLC

John Maxwell Certified Leadership Coach

IMA Coastal Fairfield County Chapter

Faculty Member

IMA Leadership Academy

Benjamin Jackson's Biography

- Ben is the owner of BenStew LLC, an accounting and leadership coaching and consulting firm. He recently served as the senior financial and reporting manager for Beiersdorf Inc. where he was responsible for all closing activities, maintaining the general ledger, reviewing accounting procedures, managing audits, and assisting with various other areas and the accounting system (SAP).
- Mr. Jackson is a member of IMA's Coastal Fairfield Chapter, where he previously served on the chapter's board of directors. He is also the past president of IMA's Metro Council and is a faculty member of the IMA Leadership Academy. Ben is also a John Maxwell Certified Leadership Coach.
- Mr. Jackson graduated from Xavier University of Louisiana with a B.S. in Accounting and earned his M.B.A., with a specialization in Accounting and Information Systems, from Ellis College of the New York Institute of Technology (NYIT).

Objectives

After this session, attendees will be able to:

1. Explain the qualities and responsibilities of a mentor and a mentee.
2. Identify criteria for establishing a mentoring relationship.
3. Describe the five phases of a mentoring relationship.
4. Recognize the risks of mentoring relationships and name strategies for handling mentoring obstacles.
5. Know how to register on the IMA website for participation in the IMA Mentoring Program.



Poll Question #1

What is your experience with mentoring?

- a. I have been a mentor.
- b. I have had a mentor.
- c. I have both been a mentor and had a mentor.
- d. I have never been a mentor or had a mentor.



Poll Question #1 Results (Placeholder)

Qualities of an Effective Mentor

1. Industry and organizational knowledge
2. Organization and industry relationships
3. Reputation and track record
4. Abilities and skills – honesty, openness, etc.
5. Personal values
6. Motivation
7. Willingness and ability to give feedback
8. Commitment



Qualities of a Good Mentee

1. Desire to learn and grow in career
2. Ambition to move ahead
3. Ability to take risks
4. Commitment and loyalty
5. Positive perception from colleagues
6. Intelligence and common sense
7. Willingness to listen and follow through with directions
8. Accepting of feedback



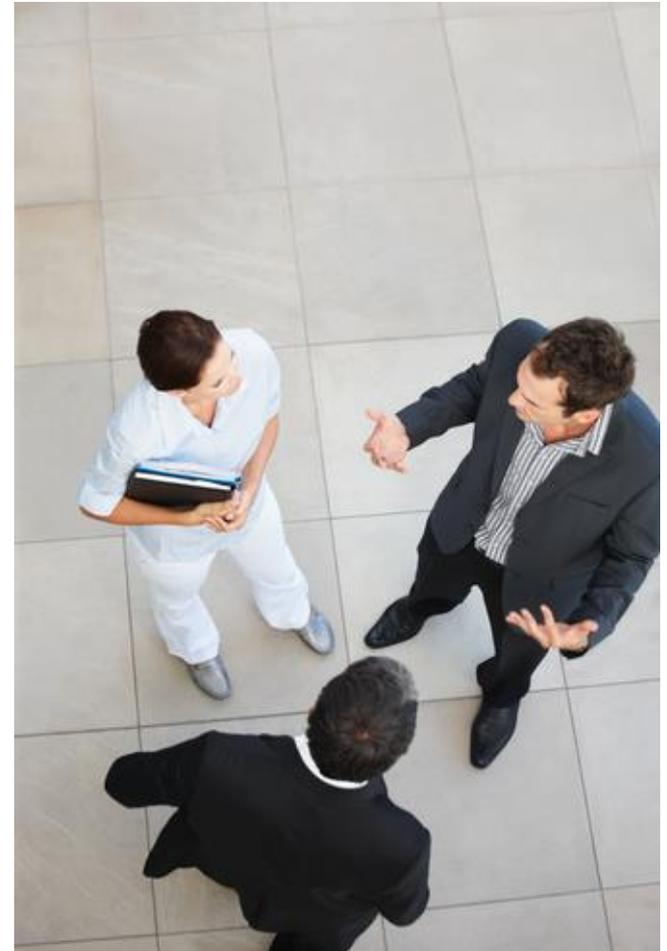
Responsibilities of a Mentor

- Vision and insight
- Advice and counsel
- Commitment of time & energy to the relationship
- Ability to listen actively to mentee's goals
- Support and encourage
- Upward mobility
- Promote self-confidence and self-esteem
- Provide a safe environment for taking risks
- Be a solid role model
- Provide Insight on games of the organization's culture
- Provide constructive feedback and critical analysis
- Maintain confidentiality



Responsibilities of a Mentee

- Be totally dedicated
- Assess own needs
- Construct a development plan
- Take initiative in skill development
- Be proactive in own development
- Actively participate in the relationship
- Take full advantage of training and assistance offered
- Be willing to listen to advice
- Be confidential
- Exhibit professionalism



Poll Question #2

Which of the following qualities do you consider most important in your mentor?

- a. His/her reputation in the respective industry
- b. His/her previous mentoring track record
- c. His/her years of experience in a chosen field
- d. His/her personal qualities and values

Poll Question #2 Results (Placeholder)

Benefits for the Mentor

- Personal satisfaction of giving back
- Legacy of personal knowledge, insight, and experience
- Career enhancement
- Visibility, power, and prestige
- Self-reflection



Benefits for the Mentee

- Less time spent on the wrong path
- Confidence and encouragement beyond usual expectations
- Personalized education for specific needs
- Career assistance
- Organizational awareness
- Advancement opportunity
- Leadership capabilities
- Political savvy
- Encouraged risk taking



Mentoring Benefits from IMA Members

“I believe that mentoring is a crucial catalyst for those who are interested in professional or personal growth. Certainly, you can try to do it all on your own. However, I found that working with a mentor provides me with the support, strategy and structure which help reach my destination faster. Furthermore, it makes my journey more rewarding, memorable and enjoyable along the way!

Mentoring inspires me to keep challenging myself so I can build the skills and confidence necessary for my future success. Having somebody in my corner who’s already been there is the ultimate advantage that I’m so thankful for!”



Olya Kovnatska, CMA

**Sr. Manager, Financial Planning & Analysis
United Rentals**

Dean of IMA Leadership Academy



Mentoring Benefits from IMA Members

“In this digitized age where every piece of information can be Googled, there is still a lot of knowledge that can only be gained through experience. I still remember the early days of career when my mentor shared his personal and professional life struggles and helped me realize how similar we were. Our regular conversations helped me grow immensely, both personally and professionally. The best part of a mentoring relationship is the fact that you gain a trustworthy ally, a confidant and an advocate. The amount of knowledge and experience gained from various mentoring relationships has helped me stay aware of new changes, especially with younger generations who have so much to offer in terms of self-learning with agile functioning and purposeful challenges.”



Aniq Rupani, CMA

**Manager – Audit & Assurance
Deloitte and Touche & Co.**

Chartered Accountants - Khobar, Saudi Arabia

**IMA Leadership Academy Faculty Member –
Mentoring Program Subcommittee**



Mentoring Benefits from IMA Members



David Elrod, CMA, CPA

Senior Finance Director
Meridian® Brick

Former Dean of IMA Leadership Academy

“The biggest benefit of having a mentor is getting the perspective of another person who isn’t immediately invested in your work. This perspective helps you see things differently and learn things about yourself that you may otherwise overlook, which can help you develop more quickly and effectively.

While both the mentee and the mentor will benefit from the arrangement, it’s important for the mentee to drive the relationship by communicating his/her objectives and setting up the regular meetings necessary to get the benefit of having a mentor”.



Potential Risks and Obstacles

- Misconstrued perception of favoritism
- Professional jealousy
- Inability to “let go”
- Inappropriate level of intimacy
- Development of co-dependency
- Limited understanding within organization of mentoring benefits
- Potential mentors lack skills
- Time



Phases of a Mentoring Relationship

Initiation

1-6 months
Mutual benefits/agreement

Development

6-12 months
Coaching/improved skills
Challenges/visibility

Cultivation

2-5 years
Career advances/greater meaning

Separation

6 months-2 years
Limited opportunities to interact

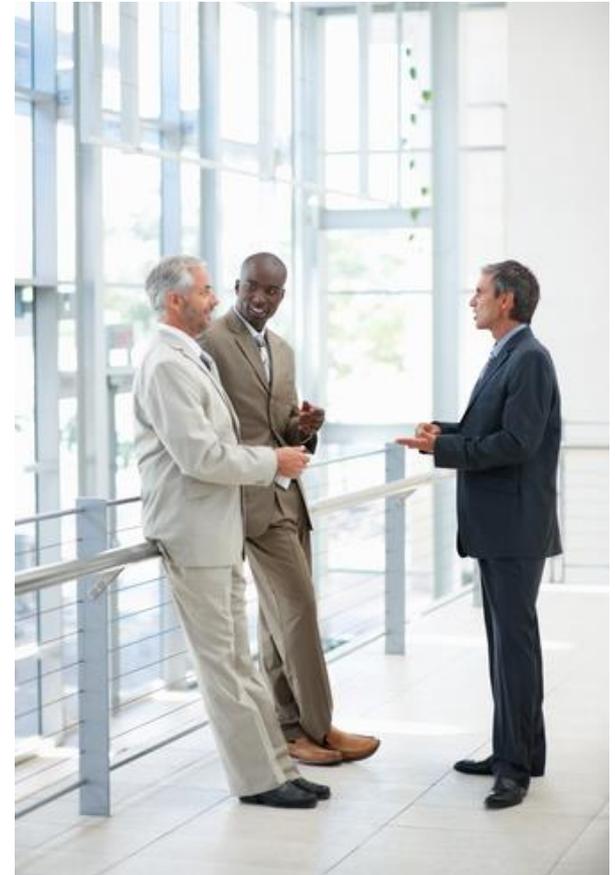
Redefinition

Indefinite period of time
Evolving peer friendship



Creating a Mentoring Relationship

- Know why you want a mentor
 - Be specific about what you want in your career
 - Clarify your goals
- Explore who might be a good mentor
 - Never select your boss
 - Research to see who can best help you
- Talk with potential mentors
 - Make a list of questions that are important to you
 - Share your ideas, goals and objectives
 - Get advice



Creating a Mentoring Relationship

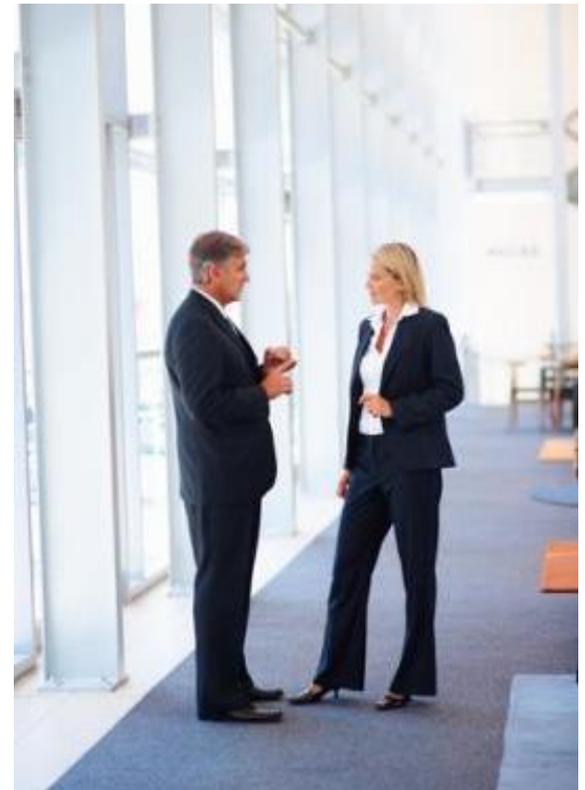
- Test suggestions from potential mentors to see what works for you.
- Pick the person who feels right for you and who can help you meet your career goals.
 - Consider personal qualities as well as professional qualifications
- Meet again with the person you have selected and explore creating a mentoring relationship.
 - Volunteer to work on a project with him or her
 - Ask directly or allow relationship to develop first



Poll Question #3

Now that we have covered creating a mentoring relationship, what are you most interested in doing next in terms of mentoring?

- a. Finding a mentor
- b. Becoming a mentor
- c. Some other action related to mentoring



Poll Question #3 Results (Placeholder)

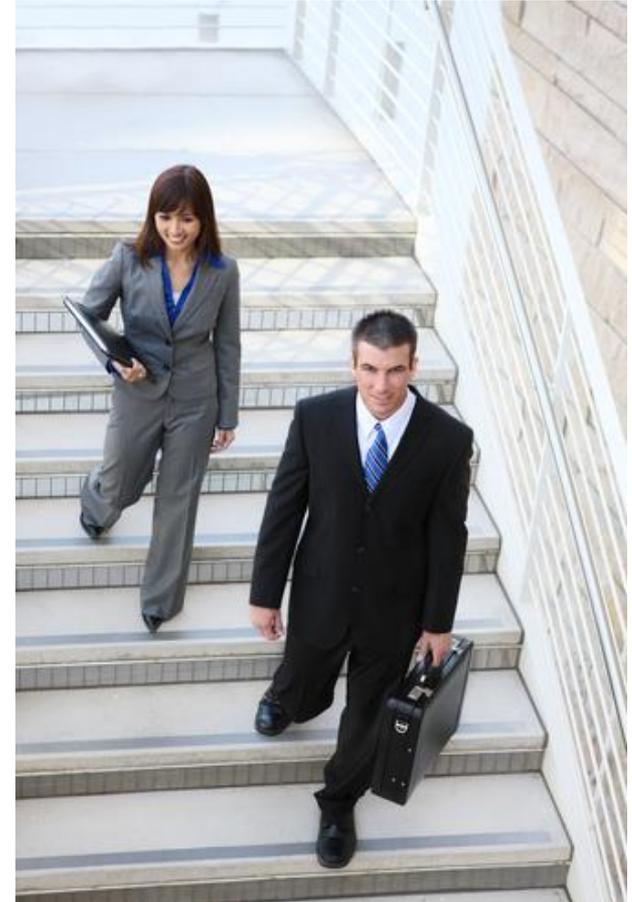
7-Step Student Mentor Program

1. About the mentor
2. About the mentee
3. Personal branding
4. Job shadowing
5. Network together
6. Mock interview
7. Review/coaching



Possible Next Steps for the Mentor

- ▶ Sign up on the IMA website
- ▶ Make time for the mentoring relationship
- ▶ Recognize and acknowledge your responsibility to the mentee
- ▶ Consider the mentees objectives of the relationship
- ▶ Clarify expectations for the mentee
- ▶ Provide clear positive and negative feedback
- ▶ Be genuine
- ▶ Remain open and accessible to the mentee



Possible Next Steps for the Mentee

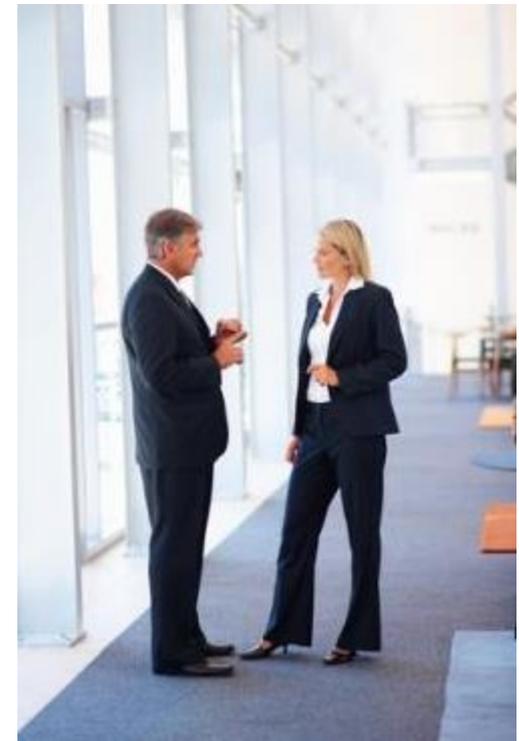
- ▶ Consider what you are looking for in a mentor
- ▶ Review your objectives of a mentoring relationship
- ▶ Pick the best match
- ▶ Be clear with the mentor as to your interests and goals
- ▶ Be open, responsive, and flexible
- ▶ Prepare yourself to accept constructive advice from your mentor



Polling Question #4

After reviewing the possible next steps, how likely are you to participate in the IMA mentoring program?

- a. I am likely to sign up as a mentee.
- b. I am likely to sign up as a mentor.
- c. I am likely to sign up as both a mentor and a mentee.
- d. I am just not ready to participate.



Poll Question #4 Results (Placeholder)

Questions & Answers

Use the Q & A Panel to send your questions to our panelists.



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Thank You to Our Featured Presenter!



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Thank You to Our Moderator!



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IMA Mentoring Network

Did you know IMA has a mentoring network that can connect you to management accounting mentees?

Develop a mutually beneficial mentoring relationship to support growing professionals and develop future leaders.



The Association of
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in Business

Interested in becoming a mentor?
Please visit myima.org/mentoring to participate.

Final Reminders

▶ Complete the Evaluation poll – 2 Options

- On your screen
- Click the “Evaluation Survey” icon at the bottom of your screen.

Access to your CPE Certificate – 2 Options

- Click the “CPE” icon at the bottom of your console
or
 - Click the link in your post-event email
- ▶ Please print a copy of the CPE certificate for your records.
- ▶ Your CPE credit will be automatically recorded in your transcript.



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About IMA® and the CMA® Program

IMA® (Institute of Management Accountants) is one of the largest and most respected associations focused exclusively on advancing the management accounting profession. Globally, IMA supports the profession through research, the CMA® (Certified Management Accountant) and CSCA® (Certified in Strategy and Competitive Analysis) certification programs, continuing education, networking, and advocacy of the highest ethical business practices.

For nearly 50 years, the CMA certification has been the global benchmark for accounting and finance professionals. It demonstrates mastery in 12 critical practice areas in business, including technology, analytics, financial planning and analysis, performance, and control. Professionals who earn the CMA can gain greater credibility, career advancement opportunities, and higher earning potential.

Learn more at <http://www.imanet.org/cma-certification>.