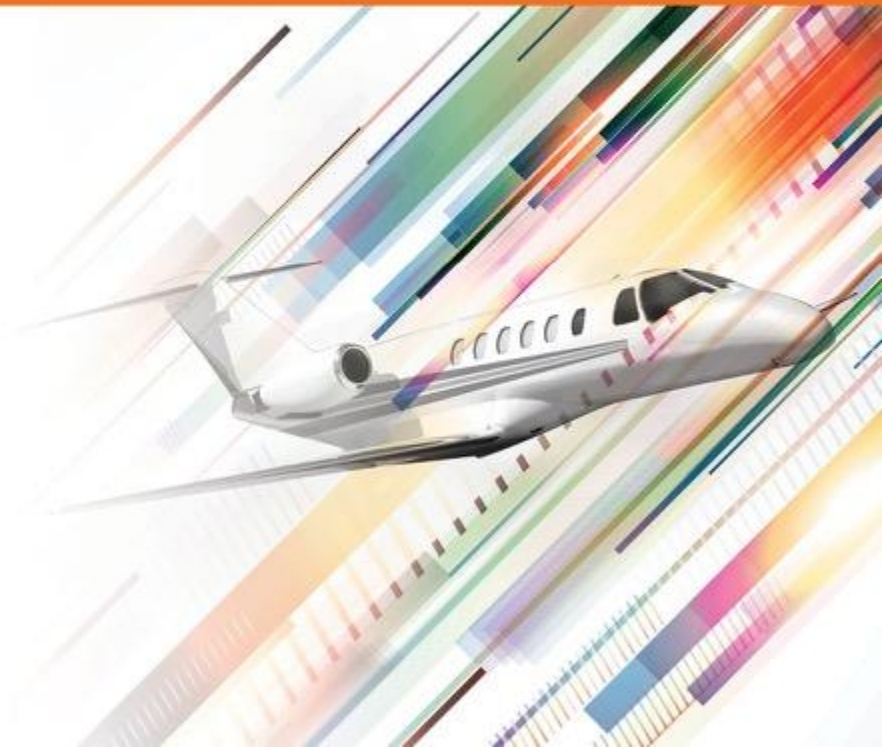


# Generation Next: Developing Future Aviation Leaders

**Oct 10<sup>th</sup>/ 4:30-5:30**

**Veronica Delgado, MBA, SPHR-SCP**  
**VP Universal Weather and Aviation**



# Mentoring the Generation NEXT

What is mentoring versus coaching..

**Mentoring** is a power free, two-way mutually beneficial relationship. This is usually not a person's supervisor.

**Coaching** develops specific skills for the task, challenges and performance expectations at work.



# The “dyad”... Mentor and Mentee

There are 2 different but associated types of Mentorship:



## Experience Transfer

To retain essential knowledge when experts retire or move jobs, or to transfer experience and knowledge across the business whenever there is a need.



## Accelerated Development

Personal coaching & training to speed up the development of future experts in different geographic areas, and generally build the expertise within the industry.



## 5 Most Commonly used Techniques for Mentors..

- Accompanying
- Sowing
- Catalysing
- Showing
- Harvesting/ Leaving a Legacy



## Being a Mentor.. Mentoring can be used to...

**Help** acclimatise to the career path and/or work environment as it evolves;

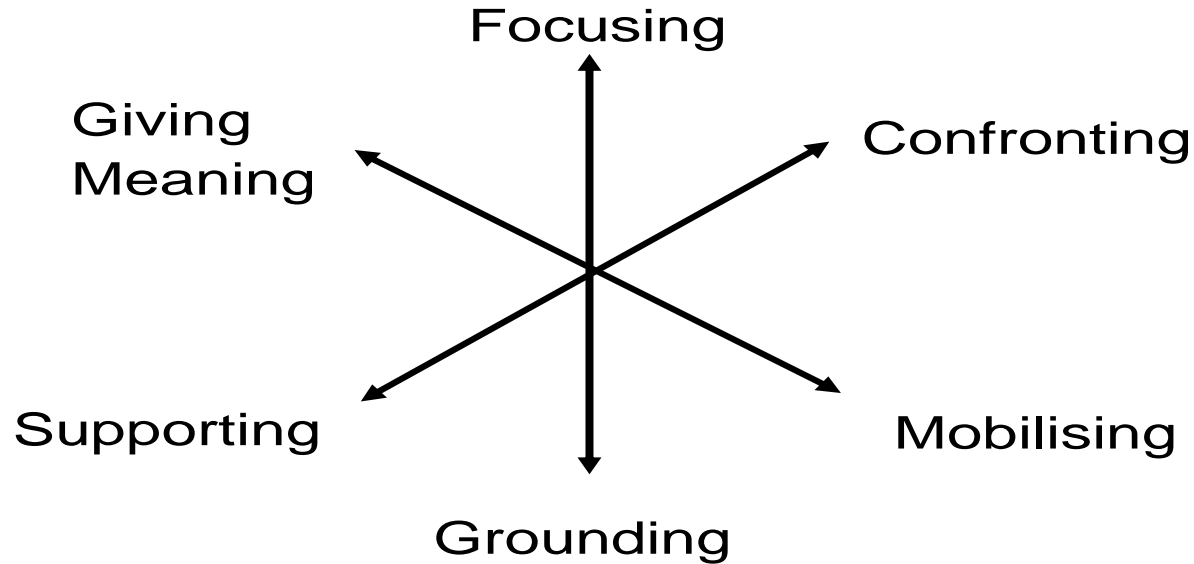
**Facilitate** better communication between different functions or management tiers;

**Provide** support to isolated individuals;

**Promote** and support changes in the culture of an organization;

**Provide** support for a rapidly changing environment and the use of new technologies.

# Mentoring Key Styles



## Chemistry in dyads...



# Mentoring the Generation NEXT

## What makes Mentoring successful?

It all begins with a contract...

- What does the mentee want out of the relationship?
- What does the mentor have to offer to the relationship?
- How much time can each person commit to the relationship?





# Generation Next- Mentor Program Rollout

- Beta program 6 month in January 2018 – June 2018.
- Applications available now for both Mentors (20) and Mentees (20).
- CHARLIE program after review of BETA (September 2019-May 2020)
- Post Review 2020 for general public

[www.nbaa.org/mentoring](http://www.nbaa.org/mentoring)

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