

# **Mentoring at Work**

## **Developmental Relationships in Organizational Life**

**Kathy E. Kram**



**Organizational Behavior and Psychology Series**

# Mentoring At Work Developmental Relationships In Organizational Life

**Huangqi Zhang**



## **Mentoring At Work Developmental Relationships In Organizational Life:**

**Mentoring at Work** Kathy E. Kram, 1985      The Handbook of Mentoring at Work Belle Rose Ragins, Kathy E.

Kram, 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 **Mentoring at Work** Kathy E. Kram,1988 A close look at relationships in the work place that enhance an individual s performance development and career potential during the early middle and late career years The author targets three distinct audiences individuals at every career stage practicing managers and employees in all occupations and finally human resource specialists organizational researchers and psychologists Originally published in 1985 by Scott Foresman and Company **HRD Perspectives on Developmental Relationships** Rajashi Ghosh,Holly M. Hutchins,2022-01-04 Developmental relationships constitute interdependent generative connections that promote growth and learning among individuals While studies reporting the impact of developmental relationships on learning performance and career development leaves no doubt about its relevance to the human resource development HRD field we lack an in depth understanding of how developmental relationships apply to the myriad of topics relevant to contemporary HRD research and practice such as social justice diversity and equity leadership development career transitions knowledge sharing organization development employee engagement organizational learning culture globalization national HRD and technology at work This book presents a comprehensive collection of evidence based studies and conceptual articles that explore how developmental relationships that are cultivated within and outside of the workplace apply to those clusters of topics in HRD Organized around six themes the chapters examine topics such as knowledge management critical perspectives on gender diversity and equity building a learning organization talent development and emotional closeness in the context of virtual workplaces In doing so the book highlight how research on developmental relationships can be the underlying thread connecting the otherwise disconnected varied topical foci of HRD research and practice thus broadening our understanding of the relevance of developmental relationships within the HRD field This volume advances HRD scholarship and will appeal to researchers interested in exploring the nature and benefits of developmental relationships including mentoring and coaching The Mentor's Guide Lois J. Zachary,2011-09-16 THE MENTOR S GUIDE Second Edition Thoughtful and rich with advice The Mentor s Guide explores the critical process of mentoring and presents practical tools for facilitating the experience from beginning to end Managers teachers and leaders from any career professional or educational setting can successfully navigate the learning journey by using the hands on exercises in this unique resource The need for mentoring has never been greater Securing a new generation of diverse leaders and the need for sustainable change are not easy tasks As I renew my commitment to mentoring The Mentor s Guide is the tool I want by my side It is jam packed with everything I need to be successful and more

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Accounting Educators' Journal ,1998      Aspirations and Mentoring in an Academic Environment Mary Niles Maack,Joanne Passet,1994-03-23 This is the first booklength study of women in library education The authors set out to examine the dynamic social processes and significant relationships such as mentioning that have shaped the aspirations and career goals of women faculty in library and information science Employing a intergenerational sample the authors construct a unique view of the changes in opportunities and gender role expectations in the field In addition Maack and Passet apply management models of mentoring and support relationships to the university environment This leads to an analysis of the kinds of mentoring and peer support relationships that best enable women to succeed and the authors conclude with recommendatons for ways to foster positive mentoring relationships Written from a feminist perspective the volume draws from the work of scholars in women s studies sociology psychology management anthropology and higher education Not only will the volume be of interest to those in or aspiring to a career in academia it will be of use to scholars and students in the above disciplines as well      The Professional Development of School Administrators John C. Daresh,Marsha A. Playko,1992

*International Handbook of Research and Development of Giftedness and Talent* Kurt Heller,Franz J. Mönks,A. Harry Passow,1993 Contributors from 18 nations give this text a cross national perspective It is designed as a synthesis and critical review of significant theory and research on all aspects of giftedness both to help frame more valid research questions and to provide guidance for educational policy and practice      **The Leadership Quarterly** ,1996      The Role of the Faculty in Meeting the National Need for African American , American Indian and Latino Scholars ,1989      **Contemporary Leadership Behavior** Eleanor C. Hein,M. Jean Nicholson,1994 The practice of leadership is the practice of every professional nurse The fourth edition of this text continues to focus on enhancing and using leadership behaviors in the practice setting The book contains black and white illustrations

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