



**How does Arch insure that its mentors are successful?**

**See this explanation from Michael which appeared recently in an article in Golf Business Magazine:**

Who are your company's best mentors? How do you identify them? Throughout your organization's mentoring adventure—and especially in its early stages—identify mentors who will energize the program with enthusiasm and drive. Ask if each prospective mentor has the expertise required by the mentee, the time required for a successful relationship, and the ability and interest to help others succeed.

“The unbreakable criterion for a mentor is profound listening skills,” says Michael Shenkman, President of Arch of Leadership, a New Mexico-based leader mentoring firm. “Good mentors,” he explains, “understand the subtleties present in what people say and the way they say it. Picking up all the subtleties is the stock in trade of a mentor.”

When helping companies identify mentors, Shenkman looks for individuals who are well-traveled and knowledgeable beyond their specific field. Above all else, Mr. Shenkman contends that mentors should be enthusiastic. “It has to matter to them intensely,” he says.