



## MAY 2017

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Mentors play a significant role in guiding and impacting our professional and personal relationships. When there's an equal exchange of value and information shared between two people, the benefits gained from a mentorship can outweigh school, natural ability and even dumb luck.

This month we take a look at what it takes to "Get on Board" with the concept of mentorship WZ Speaker and V.P. of Executive Education, Mike Reddington, CFI expands on the value of mentorship and the role of a leader. Also be sure to check out the International Association of Interviewer's (IAI) video tip on self development.

Do you plan to attend NRF Protect in June? Make WZ your first stop to test your interview and interrogation skills against our virtual interactive simulator! More details to come.

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### Maximizing Mentorship

by Michael Reddington, CFI

Heavy lies the crown. Success brings many rewards and many responsibilities. One of the greatest responsibilities your success bestows upon you is passing everything you've learned on to others who are eager to develop their careers. The very best leaders don't see the next generation as a threat, withhold information and force their teams to rely on them. Great leaders see the next generation as an opportunity to carry the torch and they devote their time to mold their teams and provide them with the tools and insight to surpass their achievements.



Business cultures are being forced to evolve as technology expands exponentially, information becomes more accessible and workforces becoming potentially more transient. Many business cultures are quickly shifting away from "need to know" relationships and information and shifting towards cultures of transparency, accountability and individual decision making. This evolution typically inspires people to learn and achieve more.

Mentorship provides a wonderful opportunity to develop people in your organization, industry or social circles. Below are ten considerations to maximize your mentorship opportunities:

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## Mentorship: Get on Board

by Dave Thompson, CFI

Mentorship, coaching and influence are essential roles and skills of any leader. Being a leader doesn't necessarily require somebody to be in a position of leadership or have a title that defines them.



I once attended a leadership conference and the speaker instructed all of the attendees to draw on a piece of paper what they envisioned a board room to look like with several chairs around a conference table. The speaker then explained that he wanted each attendee to imagine that they had their own personal "board of directors" for any life decisions, guidance or consultation similar to what an organization or company may have.

After we completed our drawing, we were then told to write down the names of who we would select on our "board". Lastly, the speaker challenged us to think about what type of people should we look for as mentors; not just someone whose thoughts align with ours but also those who will challenge us and spur growth.

The major takeaway I had from this session is when the speaker asked us to think about how many people would select us to be on their "board". Thinking about somebody trusting you enough to place you on their personal "board of directors" is a humbling and proud moment. Take a minute to reflect on the people you've influenced both professionally and personally. Are you somebody whose guidance and direction can be trusted? Do you have a skill or experience that you can share with others? Do you take pride in seeing you have supported succeed? If you're not on somebody's personal board of directors, I challenge you to find a seat at the table.

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## Self Development

What are you doing to improve yourself as a person and interviewer? Dave Thompson, CFI takes a look at self development in the latest interviewing tip from the International Association Interviewers (IAI).

[Learn More About IAI >](#)



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# TESTIMQNIAL

**"Thank you for your time and expert instruction on today's telephone interviewing webinar. I really enjoyed it and will implement what I learned to improve my interview skillsets and results when conducting phone interviews.**

**The listening exercises on assumptions and behavioral peak of tension were especially helpful. You are experts in the field. I look to WZ when I'm in need of cutting edge interview instruction."**

**Martin H. Lisitza, CFI**  
**Regional Loss Prevention Investigator**

## Why WZ?

Wicklander-Zulawski & Associates (WZ) is an internationally recognized firm established in 1982. Our passion for the truth has led us to become a world leader in non-confrontational interview and interrogation training.

WZ's team of Certified Forensic Interviewers (CFI) teaches a series of techniques, anchored by the WZ Non-Confrontational Method to integrate strategic preparation, behavior interpretation, and

structured questions which allow an interviewer to successfully adapt to any type of investigation.

Over 450 programs are facilitated annually for clients in human resources, loss prevention, executive management, compliance, law enforcement and government agencies. Each program is specifically designed with the individual client to ensure maximum application value.

We encourage you to take the time to look through our website and you will find out exactly why Wicklander-Zulawski & Associates, Inc. is a leader in the industry.

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