

## Speaker's Introduction

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### Lois J. Zachary

Today more organizations than ever before are embracing mentoring because of the value it adds for the organization, but for the individuals with in it and those with whom they interact. According to Dr. Lois Zachary, our speaker today, the difference between businesses that succeed in sustaining mentoring and those that do not lie in the ability to raise the bar on practice and support. The critical success factor, according to her, is mentoring excellence.

Zachary is an internationally recognized expert in mentoring. Fortune 500 companies, private and non-profit companies, governmental, educational, management-consulting, technology and health-care organizations across the globe have drawn upon her expertise to support the growth and development of their employees, leadership and organizations through mentoring.

Dr. Zachary is the president of Leadership Development Services and the author of *The Mentor's Guide*, the best-selling book that is the primary resource for organizations interested in promoting mentoring for leadership and learning. Her second book, *Creating a Mentoring Culture: The Organization's Guide*, provides a comprehensive resource for promoting organizational mentoring sustainability. In addition, Dr. Zachary has published numerous articles, columns and monographs about mentoring, leadership and board development, staff development, consulting and adult development and learning. She co-edited *The Adult Educator as Consultant* (Jossey-Bass, 1993) and co-authored *Creating and Sustaining Collaborative Partnerships* (2002).

In addition to two masters degrees, Dr. Zachary holds a doctorate in Adult and Continuing Education from Columbia University.

She is the immediate past chair of the Phoenix Athena PowerLink™ Governing Board, a program sponsored by the Phoenix Chamber of Commerce, which helps women-owned businesses expand profitably through the use of mentoring advisory panels. She is also a member of the Advisory Council of Arizona State University's School of Global Management and Leadership and holds leadership positions on other community and national boards. She is part of the Mentor National Team of the Chicago Public Schools.