



Fans of IBM zSystems

MENTORING GUIDE

WHY MENTOR?

Mentoring is an easy, rewarding way to share your knowledge and experience with others, building a skills and talent pipeline for the next generation in Enterprise Computing.

Mentors can advise people in their careers, nudge them into new areas of learning and expertise, and help them navigate their career path. Mentored individuals show more commitment to broadening their knowledge, and are better focused on achieving results. A mentor serves as a guide for someone's professional journey.

"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves."

Steven Spielberg, movie director



Mentoring is a personal relationship that's exempt from the pressures of performance. Mentors can help someone's self-esteem and provide a sounding board, but they're not a ticket to the top.

ROLE OF A IBM zSYSTEMS MENTOR:

- Help mentee develop IBM zSystems skills and knowledge
- Serve as a role model.
- Provide support, feedback and advice.
- Help mentee gain a sense of competence.
- Help with personal and professional development.

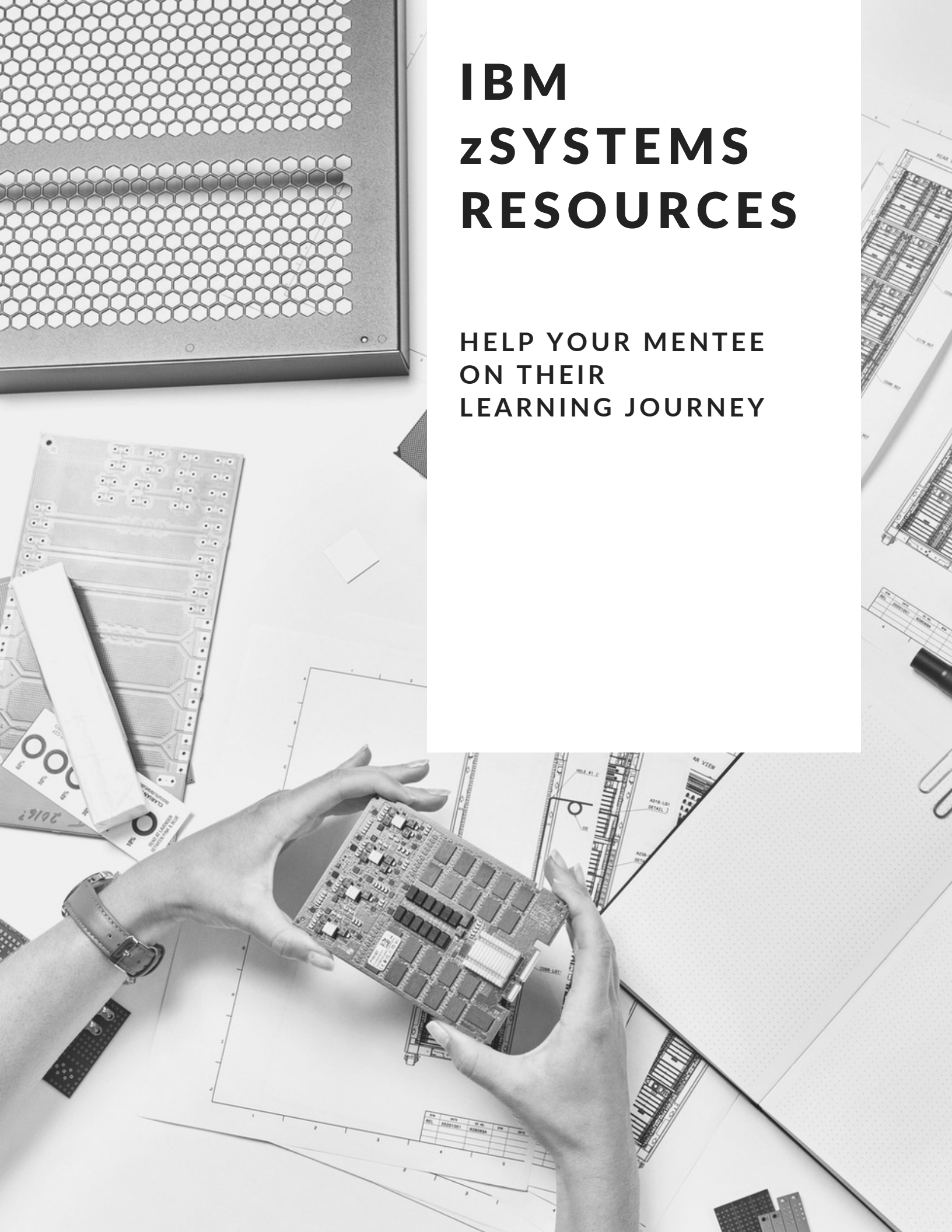
7 QUALITIES OF A GOOD MENTOR

Good mentors are not just seasoned professionals. They are people with a desire to help others by sharing their experiences, both good and bad. They tell not only the "what I did right" stories, but also tales of "what I did wrong." They help others gain personal and professional success.

1. Willingness to Share Skills, Knowledge, and Expertise
2. Demonstrates a Positive Attitude and Acts as a Positive Role Model
3. Takes a Personal Interest in the Mentoring Relationship
4. Exhibits Enthusiasm in the Field
5. Values Ongoing Learning and Growth in the Field
6. Provides Guidance and Constructive Feedback
7. Respected by Colleagues and Employees in All Levels of the Organization

IBM zSYSTEMS RESOURCES

HELP YOUR MENTEE
ON THEIR
LEARNING JOURNEY



LEARNING RESOURCES

INTRODUCTION TO ENTERPRISE COMPUTING

Introductory Presentation Deck - Use this to introduce your mentee to the basics and importance of Enterprise Computing.

Basic

IBM Z XPLORE ESSENTIALS

Entryway for mentees with little or no knowledge of IBM zSystems - this bite sized learning path helps them get started on their journey with enterprise IT.

Basic

IBM SKILLS BUILD FOR STUDENTS: ENTERPRISE COMPUTING

Learning opportunities for students getting started with Enterprise Computing, with e-learning fundamentals of IBM zSystems, experiential tutorials and career pathways. Create a free account to start learning.

Basic

IBM Z XPLORE

The IBM Z Xplore Learning Platform is a fun way to get hands-on experience on a real mainframe across a variety of technologies, to develop valuable skills, and to earn industry recognized digital badges - with no prior knowledge required

Basic

Intermediate

Z/OS MAINFRAME PRACTITIONER CERTIFICATE

Develop foundational skills in IBM zSystems hardware and software, especially around z/OS and System Administration - with hands-on labs working on a mainframe! Mentees earn multiple industry recognized badge through this training course.

Intermediate

Advanced

LEARNING PATHS

IBM Z SYSTEM ADMINISTRATOR

Build knowledge and skills in IBM Z, a platform used in the world's most critical businesses. Start your career as an IBM Z System Administrator for free with this collection of learning assets.

Basic

Intermediate

APPLICATION DEVELOPER ON IBM Z

No cost education offered by IBM to get started on a career track toward Application Development on IBM Z.

Basic

Intermediate

APPLICATION MODERNIZATION FOR DEVELOPERS

Learn how to apply modernization in the Hybrid Cloud environment including IBM Z. Lifecycle enablement by using DevOps, how to create an application centric environment, establishing Data Centric Integration and utilize events to drive responses.

Intermediate

ARCHITECTING APPLICATIONS FOR IBM Z AND CLOUD

Learning journey focuses on the architect persona to help them understand how to apply IBM Z modernization in their designs. This helps to integrate various technologies, platforms and applications across the enterprise in a seamless and transparent manner.

Intermediate

IBM Z SYSTEMS TRAINING

Additional mainframe training, content and resources to continue to advance your mentee's learning journey.

Intermediate

Advanced

EXPERIENTIAL LEARNING

LINUXONE FAST START GUIDE

Guides, tutorials, and labs to start your learning path on LinuxONE, including hands on experience on LinuxONE Community Cloud.

Basic

Intermediate

IBM Z TRIAL SOFTWARE

Try IBM zSystems software at no charge and with no installation.

Basic

Intermediate

OPEN MAINFRAME PROJECT

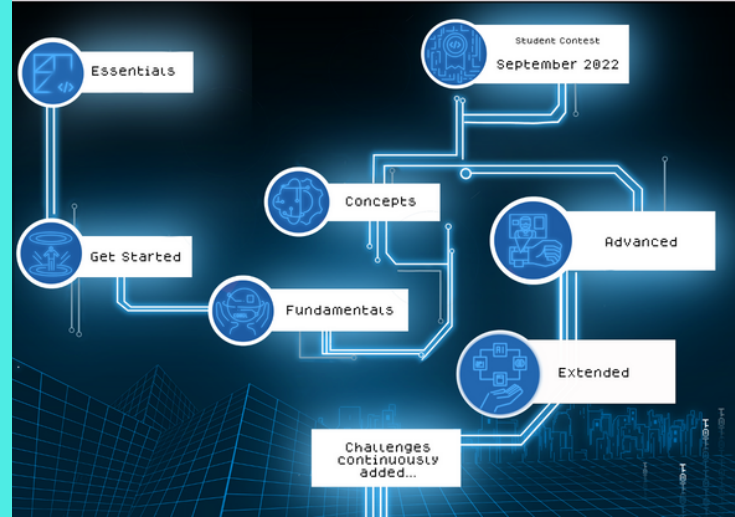
Open Mainframe Project ensures open source projects on mainframe have a sustainable, vendor-neutral home. Great opportunity to get your mentee engaged with open source projects and start them on their contributor journey.

Intermediate

Advanced

IBM Z XPLORE

Hands on experience to develop valuable skills



The IBM Z Xplore Learning Platform (formerly called Master the Mainframe) is a fun way to get hands-on experience across a variety of technologies, to develop valuable skills, and to earn digital badges – with no prior knowledge required!

- **Fundamentals:** Learn about data sets and how to use VS Code. Get introduced to coding languages such as JCL, Python, and USS.
- **Concepts:** Get increased knowledge on security, uptime and enterprise scalability. Take a deeper look into subsystems, Db2 and RACF.
- **Advanced:** Experience hands-on learning around REXX, COBOL, Linux, VSAM, REGEX, JCL, Python, Db2 and more.

CHALLENGES



Progressive challenges with options for learners to select topics of interest. Each level features a variety of education styles including videos, quizzes, reading materials, and hands-on exercises.

BADGES

Learners can earn up to two industry recognized badges through Credly to add to their public resume and demonstrate skills to employers.



Concepts Badge

Earned after completion of concepts



Advanced Badge

Earned after completion of advanced

ENVIRONMENTS AND TOOLS

Access to z/OS and Linux on IBM zSystems environments and modern tools and techniques around open-source tools such as ZOWE and VS Code.

IBM.BIZ/IBMZ-XPLORE

IBM Z and LinuxONE Community

IBM Z and LinuxONE offers rich communities, business and technical experts, blogs, and forums to exchange ideas, connect through shared interests and develop expertise. Join and network today!

[Log in or Sign up](#)

JOIN IBM Z AND LINUXONE COMMUNITY

IBM Z and LinuxONE offers rich communities, business and technical experts, blogs, and forums to exchange ideas, connect through shared interests and develop expertise. Encourage your mentee to join user groups to learn from the community and establish lasting connections!



[Fans of IBM zSystems Hub](#)

Encourage your mentee to advocate and earn industry recognized badges along the way!

Who should join: Anyone interested in learning and advocating.



[IBM zSystems Global Student Hub](#)

For students wanting to explore careers in Enterprise Computing & prepare for the future of work.

Who should join: Students and IBM zAmbassadors



[New to IBM zSystems](#)

For developers new to IBM zSystems, this is a great community to start building their career.

Who should join: Developers with <10 years of zSystems experience



[IBM zSystems Educator Hub](#)

One stop destination for educators to find information as well as collaborate and network.

Who should join: Educators



[ISV Ecosystem](#)

Engage with other ISVs to share knowledge, exchange ideas and explore innovation.

Who should join: ISVs

Invite your mentees to join all relevant users groups!

www.ibm.com/community/z

GETTING STARTED WITH MENTORING

New to mentoring or want some tips to get started?
We've got you covered!





DRIVE SUCCESSFUL MENTORING OUTCOMES

01 HAVE A PLAN

Remember the saying, “Fail to plan, plan to fail”? Start by asking your mentee key questions. These questions can be fodder for conversations with your mentee. Take notes and use them to chart your progress.

Here are a few you can start with:

- What skills do you want to build or develop?
- What career path or job roles are you interested in?
- What's your expertise level in IBM zSystems? Is there an aspect that you are particularly interested in, e.g. Hybrid Cloud, Security, AI, Machine Learning?
- Where do you want to be three to five years from now?
- What kind of work, tasks or projects do you enjoy doing?
- What are your greatest strengths? What areas do you want to improve?

02 SET OUTCOMES

Don't just think of goals. Take a broader look and visualize what outcome you foresee. Set expectations, discuss and agree on goals, and plan how to take this association forward.

03

MEET REGULARLY

Make time for your mentoring relationship and agree with your mentee on how often to meet. Send meeting invites for the entire duration of the mentoring program up front. When you meet, make sure you're prepared and have an agenda to keep the conversation on track.

04

COACH

Part of a mentor's job is to help mentees help themselves. Mentors should share insights and advice on how to achieve one's goals. The GROW model – which stands for Goal, Reality, Options and Will – helps raise the mentee's self-awareness and ability to take responsibility. However, it's not a lock-step process. A mentor sometimes coaches, helping mentees move back and forth among the goal, reality, options and will of the model.

G

GOAL: Help the person determine what he or she wants to accomplish.

R

REALITY: Assess the situation together. Proceed slowly. You may uncover something that requires the mentee to go back and reset a goal.

O

OPTIONS: Help the mentee create a list of alternative courses of action. Make sure that you both see the situation the same way.

W

WILL: Help the mentee consider the options and choose one. The coach should not impose his or her own ideas. It is the mentee's commitment to his or her own plan that offers the best chance of success.

05

KEEP IT GOING

The end of your mentorship doesn't mean good-bye. To keep the relationship going, send occasional notes, catch up informally during breaks, and send holiday cards.

06

PAY IT FORWARD

Encourage your mentee to pay it forward by sharing his or her experience and learning journey with their friends, family and community. They can also encourage other individuals to learn about IBM zSystems and help them on their pathway to an impactful career.



NEED HELP?

Want to be paired up with a mentee? Or need additional mentoring resources? Fill up [this form](#) and we will be in touch!

Did you know that being a mentor qualifies as an act of advocacy and you can earn industry recognized badges?

Find out more about IBM Z and LinuxONE Community badges [here](#)!

EARN BADGES

CONTACT US

Questions? Need Help? We are here to support you!

Contact 'Chief Fan of IBM zSystems'
Sudharsana Srinivasan
sudharsana.srinivasan@ibm.com

Thank You