



The Handbook of Mentoring at Work: Theory, Research, and Practice

By Belle Rose Ragins, Kathy E. Kram

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...a comprehensive overview of the current state of research, theory and practice drawn from the leading scholars and practitioners who have advanced our understanding of mentoring in the workplace... **The Handbook of Mentoring at Work; Research, Theory, and Practice**, provides a definitive guide that not only informs the field, but also extends it in three critical ways: Chronicles the current state of knowledge of mentoring and identifies important new areas of research: The Handbook begins with offering an extensive, cutting-edge and in-depth review of core topics in mentoring research, such as diversity in mentoring relationships, learning processes in mentoring relationships, formal mentoring, peer mentoring, socialization and mentoring, leadership and mentoring, dysfunctional mentoring, personality and mentoring, and electronic mentoring. Extends the theoretical horizon of mentoring: The theoretical section of the Handbook builds and extends mentoring theory by drawing on a diverse and rich literature of related theories, such as network theory, adult development theory, relational theory, communication theory, personal change theory, work-family theory and theories of emotional intelligence. Builds a bridge between the practice and study of mentoring: The Handbook includes chapters that address not only formal mentoring programs, but also mentoring practices that relate to leadership development programs, diversity programs and international perspectives. The Handbook is a "must-have" reference for understanding the key debates and issues facing mentoring scholars and practitioners, and provides a theory-driven road map to guide future research and practice in the field of mentoring.

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Editorial Review

Review

"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 (Rebecca L. Weiler, Suzy D'Enbeau, Patrice M. Buzzanell *Management Communication Quarterly-February 2008* 2008-05-28)

"Its scope is wide but generally appropriate to its vision, and unlike some handbooks, there is substantial cross-referencing within the chapters. And the introductory and concluding chapters are excellent. Doctoral students will find that the Handbook provides a rich summary of extant studies and terrific ideas for future research. Mentoring researchers will find this a vital book to have on the shelf." (Donald E. Gibson 2009-08-27)

About the Author

Belle Rose Ragins is a Professor of Management at the University of Wisconsin-Milwaukee. Her research focuses on mentoring and diversity in organizations and has been published in such journals as the *Academy of Management Journal*, *Academy of Management Review*, *Academy of Management Executive*, *Journal of Applied Psychology*, *Journal of Management* and *Psychological Bulletin*. She is co-editor of *Exploring positive relationships at work: Building a theoretical and research foundation* (with Jane Dutton) and co-author of *Mentoring and diversity: An international perspective* (with David Clutterbuck). She has served on the editorial review boards of the *Academy of Management Journal*, *Personnel Psychology*, *Journal of Vocational Behavior*, *Group & Organizational Management*, and the *Journal of Applied Psychology*. Dr. Ragins has received a number of national awards for her research, including the Academy of Management Mentoring Legacy Award, the Sage Life-Time Achievement Award for Scholarly Contributions to Management, the American Society for Training and Development Research Award, and the American Psychological Association Placek Award. She was awarded the first Visiting Research Fellowship at Catalyst and was Research Advisor for 9-to-5, the National Association of Working Women. She was also a founder and the Research Director of the UWM Institute for Diversity Education and Leadership (IDEAL). Dr. Ragins is a Fellow of the Society for Industrial-Organizational Psychology, the Society for the Psychology of Women, the American Psychological Society, and the American Psychological Association. Her joys include morning runs along Lake Michigan with her adopted dogs, Wally and Greta, and exploring the American wilderness with her husband Erik.

Kathy E. Kram is Professor of Organizational Behavior at the Boston University School of Management, and Everett W. Lord Distinguished Faculty Scholar. Her primary interests are in adult development, mentoring, developmental networks, leadership development, and relational learning in organizations. In addition to her book, *Mentoring at Work*, she has published in such journals as the *Academy of Management Journal*, *Academy of Management Review*, *Harvard Business Review*, *Leaders in Action*, *Qualitative Sociology*, *Journal of Management Inquiry* and *Organizational Dynamics*. Her research, consulting, and writing are aimed at understanding the role of a variety of developmental relationships in enhancing leadership effectiveness and individual development throughout the life course. During 2000-2001, she served as the H. Smith Richardson, Jr. Visiting Research Scholar at the Center for Creative Leadership. She

is a founding member of the Center for Research on Emotional Intelligence in Organizations (CREIO), and received the first Academy of Management Mentoring Legacy Award. She is currently serving on the Board of Governors at the Center for Creative Leadership (CCL), and on the editorial boards of *Journal of Applied Behavioral Science* and *Academy of Management Learning and Education*. Professor Kram teaches undergraduate, MBA, and Executive MBA courses in Global Management, Leadership, and Team Dynamics. She consults with private and public sector organizations on a variety of talent development concerns. She enjoys traveling, hiking, and listening to music with her husband, Peter, and her son, Jason.

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Kenny Hardy:

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