Group Conversation – Your Feedback:

Mentorship Programs: Strengthen Chapters and Members

10/26/13

***Benefits to chapters:***

* Mutual gain opportunity for both parties,
* Ability to coach, brings back the experienced person to the chapter (an opportunity to reengage your past leaders, long term members), skill development for both mentor and mentee
* Time and money are both value – its more about the time investment, and less about the money
* Partner with other organizations to mirror what they are learning
* Attracts more members – value added benefit
* People are looking for mentoring opportunities outside of their own organizations
* Helping people get on boarded into the chapter or the role (new chapter members or new board members)

***Benefits to members:***

**Mentee:**

* Provides an opportunity to define their career path
* Provides potential career opportunities
* Opportunity to work on professional certification
* Resume Builder
* Establishes a connection in the chapter

**Mentor:**

* Feel Good – give back to their community/profession/chapter
* Learn new things – learning takes place both ways, mentors learn from their protégés too!
* Service Requirement – some organizations require service requirements for their own professional development, great way to work towards their own professional requirements
* Help build coaching skills
* Builds additional connections to chapter

***What is important in planning:***

* Matching up needs/wants accurately
* Consider certificates and incentives to help in marketing and for more participation
* How do you qualify eligibility?
* Clarify goals and expectations up front
* How do you find mentors/selling the benefits to mentors?
* Provide guidelines on how to be a good mentee/mentor
* Determine time commitments (structure of the program, 1:1 relationships)
* Give mentors/mentees tools, how to get started, tracking tools, templates
* Define what is a mentor/mentee – you can use as a recruiting tool and assists in getting the right people in the program
* Define mentoring vs. coaching
* Evaluating the success – how do you evaluate?
* What isn’t in the program? Define your scope – i.e. not coaching, finding a job, etc.
* Exit strategy – what happens if the match doesn’t work
* Pricing
* Timing for the program – six months, year, what do your members want?