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| **Chapter Name** | Metro DC |
| **Chapter Number (ex. CH0000)** | CH2034 |
| **Chapter Location (City, State)** | Washington DC |
| **Chapter Membership Size** | Large (300+) |
| **Contact Person for this Submission:** | Bernadette Costello |
| **Email Address:** | [bernadette@bcc-consulting.net](mailto:bernadette@bcc-consulting.net) |
| **Phone Number:** | (703) - 401 - 6862 |
| **Chapter Board Position:** | Mentoring Program Coordinator |
| **Chapter Website URL:** | [http://dcatd.org](http://enotification.td.org/track/click/30530608/dcatd.org?p=eyJzIjoiOThtakdiQ3E3cDJodWMxaGJjTWM1RklxVG9nIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvZGNhdGQub3JnXCIsXCJpZFwiOlwiNjBiMzcwNWYxZWJjNGZiMmJlZWVmM2U4NmQ2ZTgyZmRcIixcInVybF9pZHNcIjpbXCJkODlhM2U5MTQ4NzE2ODEwYjE1NDQ4NzcwMjYzOTQ2NjI3ZTRhNjUxXCJdfSJ9) |
| **Submission Title:** | Mentoring Program |
| **Submission Description:** | The Metro DC Mentoring Program is a 9-month program that alternates meetings person as a cohort group and one-on-one with the mentoring program partner. The Program committee of 4 Chapter members developed a curriculum for the impersonal sessions that focus on career development topics and homework for the one-on-one session with the mentoring partner. The matching process for the mentoring partners asked participants not only about their career goals and aspirations, it also included questions about the person's values, outside interests and role models. This information helped create the best fit among participants. The Mentoring Program culminates in a Capstone presentation where participants share how their progress on a specific career goals or general growth over the course of the Program. |
| **Need(s) Addressed? Please be specific.** | The current Mentoring Program was a retooling of a program that focused almost entirely on a virtual drone-on-one meetings between the mentoring program participants. The past program was seen as not meeting needs and the energy of the participants fizzling out after a few months. The lack of structure and attention was not keeping the interest of the participants and the participants did not feel the program was very helpful due to the uneven commitment levels and focus. Participants wanted a more engaged and structured process. |
| **What is your chapter's mission?** | Mission Our Mission is simple – to provide quality programming, networking and learning events for our membership, thereby increasing its impact in the local talent development community. |
| **How does this effort align with your chapter's mission (Please provide specific examples)?** | The Mentoring Program had unique tailored programming to meet the needs of the program participants. Each in person session had a networking and sharing component that allowedparticipints to develop and deepen relationships among the participants of the cohort. Each session included a learning and application component for participants to reflect on the content and activities and make connections that will move them closer to their career development goals. |
| **National ATD's mission is to "empower professionals to develop talent in the workplace". How does this submission align with ATD's mission? Please provide specific examples.** | The program required each participant to develop a career development plan and to develop a plan to work within their network and within their workplace to increase their skills and capabilities. The expectation is participants will develop connections beyond the mentoring partner to enhance their skills and develop skills in new ways that can meet their career goals. |
| **Target Audience: (Who will benefit/has benefited from this effort?)** | Individuals who have expertise to share and individuals who are looking for support and advice from other talent development professionals who have more expertise or expertise in areas they want to develop and grow. |
| **Costs/Resources Used: (include any details regarding use of resources including monetary, donations, contributions, volunteer hours, people resources, etc. and how you went about getting these resources)** | Program Coordinators spent about a total of 30 hours over the course of the program. The cost of materials was approximately $500. The cost of the capstone dinner and misc refreshments was about $800. The money was budgeted in the Chapter annual budget and was offset by program fees. The program fees were more than the cost of the program. |
| **How did you implement: (please give a brief description)** | Program Committee met for about 4 weeks to plan the program and the mentoring match process. The program was advertised for about 4 weeks. The advertisement included the in person dates. The matching process took about 1 week. Participants could only miss 2 in person sessions throughout the program. As a few people dropped from the program, some pairs ended up being triads to accommodate everyone. |
| **What were the Outcomes: (Please include hard data regarding financial gains, membership increases, target audience satisfaction levels, publicity for the chapter or for the profession, etc.)** | The first session of the new Mentoring Program resulted in two participants becoming Chapter Board members and four participants becoming Community of Practice Leaders. |
| **Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)** | The in person sessions helped keep connected. The Program can be done either as a mentor/mentee or as a peer mentor process. You really need to do the planning before the program gets advertised so that it is cohesive and well planned. There will be people who leave the program, you need to be flexible to ask pairs to be a triad. Refreshments are key! |
| **Please list the specific ATD chapter resources that helped guide you in the process of completing this best practice (e.g. people, documents, policies, by-laws, etc.):** | NA |
| **How did you become familiar with the Sharing Our Success (SOS) program?** | Saw or heard of SOS on an area call with my NAC |
| **Would you be willing to present on this submission at the ATD Chapter Leaders Conference (ALC)? \*Request for Proposals (RFPs) open in May of each year at** [**td.org/alc**](http://enotification.td.org/track/click/30530608/td.org?p=eyJzIjoibnA3Zkh3dHUyanRqelVHMVRfUFlqNzBjOTBJIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvdGQub3JnXFxcL2FsY1wiLFwiaWRcIjpcIjYwYjM3MDVmMWViYzRmYjJiZWVlZjNlODZkNmU4MmZkXCIsXCJ1cmxfaWRzXCI6W1wiNTYzOWQ5MmYyNjI4ZmQ3YjQ3YmRjNDRhNzYxY2IwMDliZWVkYzA3ZVwiXX0ifQ)**. Selected session facilitators receive complimentary registration.** | Yes |