

## Alumni Mentoring Program Signature Class of 2015



### Overview

At the heart of Leadership Lorain County is the driving principle and guiding mission to foster lifelong leaders that drive positive change. We are a group of people dedicated to this mission and to inspire others – and our community – to serve and lead for the betterment of all.

To that end, we have created an Alumni Mentorship program to connect Leadership Alumni with current Signature Class participants. The experience, insight, wisdom and guidance of the Alumni are all invaluable parts of the Leadership experience for each individual in the class and helps immeasurably to make our vision and mission of driving positive change.... a reality.

### Commitment and Role of the Alumni Mentor

Leadership Alumni Legacy – As an LLC Alumni Mentor, you will have the opportunity to share your story, insights, wisdom, guidance and lessons learned with your LLC Signature class member/emerging leader.

Your Time - We respect your busy schedule; therefore, we ask you to participate in a minimal, but impactful, way. This involvement as a Mentor includes the following:

- Participation in one hour of the orientation on **August 13** to meet the Class of 2015 and your mentee.
- Conversations and/or meetings every other month (4 times) with your Mentee throughout the nine months of the program.
- Attendance at the graduation/induction ceremony at the conclusion of the program on **May 20, 2015**.

Alumni Mentoring – Once all of the Signature Class Members have registered, each person is matched with a participating Alumni Mentor. At that time, both the Mentor and Mentee will be given the name and contact information for each other. Either or both the Mentor and Mentee are welcome to reach out to each other at that time, or wait for the introductions at the orientation meeting.

Each mentoring connection is unique. Each person comes to the connection with his/her own style, values, personality, expectations and goals. Both Mentor and Mentee should recognize this and enter the mentoring relationship with mutual respect and openness to develop the relationship.

A Mentor is not a counselor, but serves as a Role Model, Guide, Coach, Advisor and often times (when appropriate) as a Referral Agent and Door Opener for the Mentee. Although certainly not a requirement or expectation, it does sometimes happen that a Mentor can help a mentee find their strengths and direction personally and professionally by connecting them with other people and opportunities.

Tips for Being a Good Mentor –

Make time for and support your Mentee

Listen and ask a lot of questions and make sure to follow up on outstanding issues

Share your experiences, your 'stories'.... good and bad

Build a relationship in which the Mentee feels comfortable

Don't be afraid to say, "I don't know". Then follow-up with answers.

Respect confidentiality at all times



**Commitment and Role of the LLC Class Mentee**

After the initial introductions at the Orientation, it is the Mentee's responsibility to:

Reach out to their Mentor and schedule time to meet and/or chat over the course of the program. (4 meetings/chats in all – one every other month)

Be totally committed to the LLC program, the session days, the field work, teams, events and the Mentoring Program

Be open, honest and forthcoming

Bring topics you want to discuss

Think about the session days and what you are learning; what more you want to know; and your interests and goals as they relate to LLC and your service

Identify problems and solutions and bring them to your discussions

Share your successes

Give feedback on the mentoring process

Respect your Mentor and their time and commitment to you and this process

Respect confidentiality at all times

Tips for Being a Good Mentee –

Actively participate in building and maintaining the relationship

Accept and embrace responsibility for your own personal and professional growth and development

Be aware and openly communicate your needs

Develop an action plan to meet your goals