

Leadership Anchorage Mentorship Program

Purpose

Provide opportunity for cohort members to work with established community leaders in the field of their choice on specifically identified professional and personal goals, broaden their networks, and learn from experienced leaders how to better locate and utilize resources, improves their management and leadership skills, and deepen their overall understanding of the community in which they live and work.

Structure

The program is a mentor-mentee partnership. Cohort members (Mentees) initially set their goals targeting particular fields of interest, as well as areas in which they wish to strengthen or improve competencies. Mentees submit their mentorship objectives to the program director and a mentor matching process begins. Potential mentors are identified and asked if they will partner with the mentee for the program. The mentee is expected to take the lead for the program, while the mentor or “learning facilitator” provides experience, knowledge and resources.

A formal half-day mentorship program orientation (participation required) is held to provide an overview and history of Leadership Anchorage, an overview of the curricula, and to connect the purpose/goals and philosophy of the mentorship program component as it relates to Leadership Anchorage’s overall mission. Sample mentorship contract templates are distributed at the orientation, and finalized versions outlining goals/objectives and plan for the mentorship are completed and submitted to the program director within thirty days of the orientation. Mentor and mentee should meet at least twice monthly until they accomplish the goals of their mentoring partnership as agreed upon in their contract. Overall time commitment for mentors is 6 months.

Requirements

- Attend Mentorship Orientation (9:30 ~ 12:00, November 20, 2010 – Location TBD)
- Complete Mentorship Contract thirty days following orientation
- Meet minimum twice monthly over a period of six months or until goals are met

Expectations (Mentee)

- The mentee is seeking guidance in developing specific competencies, self-awareness, and skills.
- Take the lead in the partnership by driving the agenda to complete the contract and then accomplish the agreed upon goals
- Set meeting times, dates and locations that work for both the mentor and themselves
- Ensure there is complete understanding and agreement about they want and need from the mentor
- Respect the time of the mentor

- Ensure there is clear understanding about confidentiality of information, materials, conversations, etc.
- Facilitate good communications between the mentor and mentee
- Provide the mentor with timely feedback about how well the partnership is working and if the mentee's needs and expectations are being met

Expectations (Mentor)

- The mentor has expertise in the areas of need identified by the mentee and will share their wisdom in a nurturing way.
- Partner with the mentee to complete a contract that will work for both parties
- Ensure the contract is complete within the required time frame
- Commit the time and actions necessary to fulfill the mentoring role in the partnership and contract
- Facilitate good communications between the mentee and mentor
- Provide the mentee with timely feedback about how well the partnership is working and if the mentor's expectations are being met
- Provide a rich and meaningful mentoring experience for the mentee remembering a mentorship is a supportive relationship established between two individuals where knowledge, skills, and experience are shared

For More...

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