

## **MENTORING PARTNERSHIP PROGRAM**

This is a formal mentoring program suitable for all levels in an organization, professional association, or affinity group.

- The program is built upon the model explained in the Coordinator's Guide – *Implementing a Best Practices Mentoring Initiative*. ([link](#))
- The program can be customized to fit an organization's development objectives, structure and culture.
- The program is comprehensive in nature featuring a tested model, materials which correspond to the program's design, and on-line resources.
  - Suitable for any size organization and its sub-units
  - Materials available in two formats – Mentee or Protégé
  - Materials can be customized with unique branding and content appropriate for specific programs and clients
- As a formal program it offers these features:
  - Assessment of Organizational Readiness
  - Application for volunteer participants
  - Matching process utilizing both online profiles and participant input from both Mentors and Mentees
  - Training for the Mentoring Partners- Mentors and Mentees (Protégés)
  - Extensive tools and resources for the Mentoring Pairs
  - Evaluation of Program success and progress for Mentoring Pairs
- Results from previous and current program participants yield a consistent 85% success rate or better.

## **MENTORING FOR NEW AND EMERGING LEADERS**

This formal mentoring program uses the foundational model of the MENTORING PARTNERSHIP PROGRAM and follows a similar design with these added features:

- Mentoring Pairs are created at the supervisory level and above
- An assessment instrument is used with each Mentoring participant to identify their leadership competencies' strength and growth areas
- Mentoring dialogue tools focus on leadership competencies