

Mentorship Programs

Worksheet

What is Mentoring?

Mentoring offers an effective, informal and flexible approach to leadership, supervision and professional development. There are two parties to a mentorship program - the *mentor* and the *protégé*.

Mentors should encourage protégé/s to find solutions themselves, rather than acting as the expert and simply providing answers. Protégé/s will draw on the mentor's experience to meet their goals and the goals of the organisation.

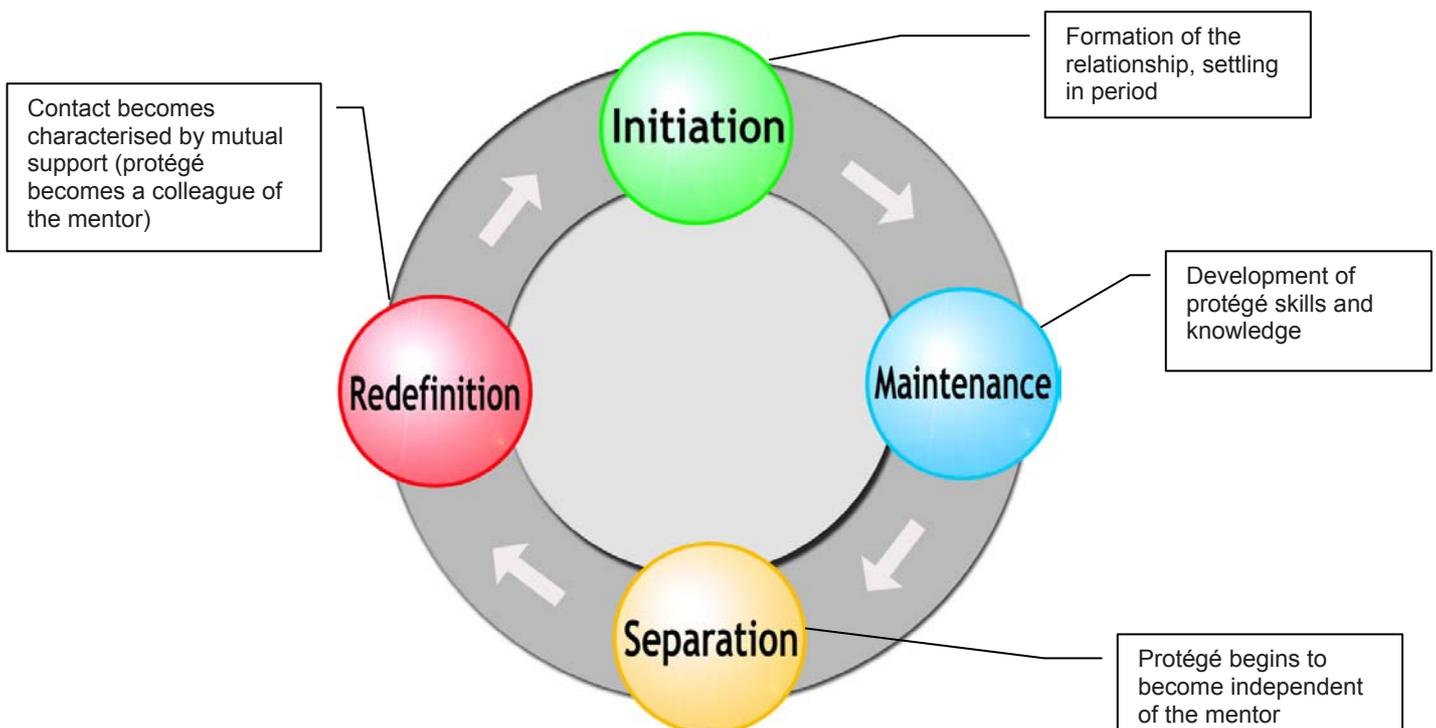
Mentorship programs can be developed to work specifically for the mentor and protégé. They provide opportunities for ongoing learning which can be paced to suit the individuals involved.

Mentorship programs provide:

- Insights into workplace culture
- Opportunities to efficiently and regularly share information
- Chances to build corporate knowledge
- Personal and professional development

Organisations should encourage the development of informal mentoring relationships between existing and new volunteers. Where required, committee members may suggest that certain people take on the role of mentor or protégé to work together for the ongoing development of the volunteers and the organisation.

The Mentoring Lifecycle:



Mentoring Checklist

1. What is the purpose of the mentoring program? What do the Mentor and the Protégé want to achieve?

--

2. Why do you need to set up the mentoring program?

--

3. How will you select and match a Mentor to a Protégé? How will you assess the skills of your Mentors?

--

4. What other training and professional development programs can you integrate with the mentoring program?

--

5. How will you know when the time is right to move through the four phases of the Mentoring Lifecycle?

--

6. How will the Mentor assess the Protégé's progress and provide additional support and guidance?

--

7. How will you evaluate the effectiveness of the mentoring program and implement improvements?

--

8. How will you promote future mentoring programs to your current and future volunteers?

--

Further questions to consider

	Yes	No	N/A
Is the mentorship program consistent with your club's culture and policies?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is the mentoring program flexible and sensitive to the needs of the Mentor and the Protégé?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have the people and resources available to be committed to the mentoring program?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will you have a written agreement and a list of objectives to guide the mentoring program?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>