



Leader to Leader Mentoring Program

Mission Statement:

Leadership Council provides opportunities for Executive Directors to connect, grow and learn from other respected Non-Profit leaders. This opportunity is designed for executives new to their role, new to the area, new to the Non-Profit Community or new to Leadership Council.

Who is the target audience?

- Executive Directors new in the role – under 2 years in the role
- Executive Directors new to our region
- Executive Directors who may have moved to an organization much larger in scope/size
- Executive Directors new to Leadership Council – welcome to LC and make connections

What impact does the Leader to Leader program have on the Mentor?

- Fulfills their desire to help others grow
- Opens collaboration with others
- Increased learning about themselves
- Better understands the role of facilitating leadership development which strengthens our community

What impact does the Leader to Leader program have on the Mentee?

- Strengthens relationships with another leader
- Builds confidence in leadership abilities
- Increases resources and strengthens connections with other leaders in the community
- Establishes importance of continuing confidential relationships, and leads mentee into the Leaders Circle program, or to become a mentor themselves

Expectations of Mentor:

- Offer helpful tips of “what I wish I knew as a new ED”
- Share resources w/ mentee
- Take the lead on setting up 1st mtg. and scheduling of meetings going forward; make a point of introductions/connections to others

A mentor IS:

- A retired NFP executive, or
- A current LC member CEO

A mentor is NOT:

- A legal or financial advisor
- A therapist



What is time commitment for the Leaders ?

- 1 year; reach out do a face to face 1st, then they determine their best meeting style, and preferably meet once/month

Suggested Structure/Process of Initiating the Mentor Program

1. Solicit Mentors from our LC membership, and retired NFP executives
2. Develop a pool of mentors – goal of 10/year, or as many as needed
3. Mentor's and Mentee's complete application
4. Communicate program is available to new ED's
5. Matching process - Member Programs committee can help LC ED complete the match/fit
6. To start - Get leaders together to "commit", review ground rules, and celebrate this new relationship.
7. At year end have a celebration, review, sharing, then hopefully commit to continuing the relationship
8. Leadership Council ED will act as point person in the case of either party needing to talk about the relationship
9. Process – 6 mth evaluation by both leaders
10. LC ED touch base periodically to ensure smooth transitions/process
11. Encourage progression to leaders circles
12. Natural progression to become mentors in a few years
13. Recognize Mentors for their volunteer efforts (helps with retention, awareness)

Timeline for Implementation

- Include in January newsletter and other newsletters – January is National Mentoring Month
- mentioned at Holiday Party SP roll out (12/4)
- Communicate to the Leaders Circle members and facilitators – January/February
- Develop mentor prospect list and make phone calls to potential mentors – 1st Quarter 2014

Measures of Success:

- **Goal – year 1** – establish 5 Leader to Leader relationships
- **Goal – year 2** – establish 7-8 Leader to Leader relationships; retain 50% relationships (building in positive movement toward leaders circles, or moving beyond NEW stage)
- **Goal – year 3** – sustain 10 Leader to Leader relationship, retain 50% relationships