

## **AFP Central PA Mentoring Program 2021**

We are excited to offer a mentoring program that engages new or early-career professionals as mentees, by providing a transfer of knowledge and professional development through a structured relationship with an experienced professional mentor.

The 4-week mentoring program includes:

- Kick-off group virtual happy hour
- One-on-one virtual or in-person mentor/mentee meeting to set goals together
- Educational group happy hour (virtual or in-person)
- One-on-one virtual or in-person mentor/mentee check-in meeting
- Wrap-up celebration group happy hour (virtual or in-person)

### **As a mentor, you are expected to:**

- Be paired with a mentee and be committed to the four week structured program, attending every session with your mentee and communicating in-between as needed.
- Work with your mentee to define and set realistic action steps and goals.
- Provide constructive feedback on the mentee's action steps and goals.
- Be available and accessible to your mentee.
- Be a champion, advocate, motivator, cheerleader, and encourager for your mentee!
- Demonstrate the value of volunteer service to the fundraising profession, encouraging your mentee to pay it forward and serve on an AFP committee, or even as a mentor down the road.
- Keep the relationship going beyond the structured program, including inviting and attending AFP events like Affinity Groups and educational sessions with your mentee, and establishing professional introductions and connections.

A successful mentor is:

- People Oriented – one who is genuinely interested in people and has a desire to help others develop and grow
- Good Motivator – needs to be able to motivate a mentee through encouraging feedback and challenging assignments
- Effective Teacher – must understand skills required by the mentee's position and assist with setting goals to achieve these when needed
- Secure in Position – must be confident in own career so pride for the mentee's accomplishments can be genuinely expressed and enjoys being part of mentee's success
- Respects Others – one who shows respect for another's well-being and differences in opinions, values, and interests

*Source: \*BC Human Resources Management Association Mentorship Resource*

Guide

References:

<https://www.afpgoldengate.org/mentor-program>

<https://afptoronto.org/membership/mentorship-program/>

<https://www.get.mentoringcomplete.com/blog/what-are-the-mentoring-expectations-for-mentors-and-mentees>

<https://hbr.org/2020/08/what-efficient-mentorship-looks-like>