

2010 UCAR LEADERSHIP ACADEMY MENTORING MODEL

Focus on Self-Directed Learning

BACKGROUND

The Leadership Academy Mentoring Program is designed to provide ongoing support for Leadership Academy participants and engage L/A and ELP alumni.

UCAR L/A MENTORING MODEL

The mentor's role is to serve as a guide/coach/resource/support to the Leadership Academy participant's learning. Through this relationship, mentors and learners may enhance the ability to apply the skills and knowledge gained in the L/A program. The duration of the mentoring relationship is initially tied to the duration of the program, but can extend beyond based on mentor/mentee agreements.

Key Elements of the Program

- **Learners/Mentees**—Active, self-directed partner. Involved in identifying, planning, implementing, and evaluating own learning needs.
- **Mentors**— Interactive peer coach or facilitator. Serve as counterpart to learners. Involved in creating and maintaining a supportive climate to promote learning and provide resources. Active as a learner as well.
- **Training and Resources**—Provide training opportunities and resources for mentors to support the program.
- **Continuous Evaluation and Improvement**— Benchmarking, ongoing evaluation and realignment to meet success criteria.
- **Organizational Support**—Promote, support, and value L/A mentoring program by all levels of management to increase success.

RESPONSIBILITIES/EXPECTATIONS:

Mentor Responsibilities:

- Attend Mentor Training
- Skilled in the areas of coaching, goal setting, communicating and problem solving.
- Desire to help and develop mentee.
- Have an open mind and flexible attitude.
- Time and willingness to develop relationships with mentees.
- Be a good listener.
- Respect confidentiality.
- Be available throughout L/A program
- Follow-through with commitments and action items

Mentee Responsibilities:

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- Active participants in their own learning/development.
- Willingness to seek out resources and take initiative.
- Have trust and confidence in the relationship.
- Recognize learning can involve taking risks.
- See learning as a continuing process, not an event.
- Share goals and expectations.
- Seek out additional professional development opportunities.
- Follow-through with commitments and action items

Supervisor/Manager Responsibilities:

- Understand the L/A mentoring program.
- Support and encourage mentoring efforts.
- Communicate positive attitude regarding mentoring program.
- Provide reasonable time for mentors/mentees to connect with group, mentees, etc.

Human Resources Responsibilities:

- Identify L/A alumni mentors.
- Provide relevant training, resources, and support.
- Provide ongoing evaluation of the program to ensure continuing success

Organization Responsibilities:

- Assure an organizational structure exists that supports, rewards and values the program.
- Provide resources, dollars and time for development to occur.
- Reward process and program through: recognition awards, performance evaluations, annual reviews, etc.
- Allow time for the L/A mentoring to show value.

Chain Reaction Responsibilities:

- Develop and provide mentor training
- Refresher coaching skills training for mentors/mentees
- Provide ongoing support for mentors/mentees throughout the program