



FWEA

MENTORING PILOT PROGRAM

(October 2013 to April 2014)

VISION: To create a culture of leadership knowledge transfer, improve motivation among leaders and volunteers, and to increase the value of membership while supporting FWEA's Strategic Plan

KICK OFF

- Set pair
- Provide guidelines
- Begin meetings

DOCUMENTS AND RESOURCES

- Roles and Responsibilities for Chapter and Committee Leaders
- DAL roles (we are supporting and strengthening their efforts)

PREPARATION FOR FIRST MEETING:

- Set an appointment to meet face to face within 30 days
- Review Document and Resources (SPC web page)
- Review dialogue suggestion below and add your own topics to be discussed during the first meeting (and/or consecutive meetings)

FIRST MEETING (October 2013)

Goal: Get to know one another

- Agree upon and document honest, realistic goals for the 6-month mentoring pilot program.
- Fill in the Month-to-Month Action Plan Table (attached).

Dialogue suggestion:

- o How and why did you initially get involved with the FWEA and how long have you been an active member?
- o How and why did you get into the leadership position you currently have?

- What is your vision of your current role and are there any specific goals you would like to achieve while you hold this position?
- What are the mentee needs to achieve those goals?
- What is your succession plan?
- As a mentor, what can I provide to you that would help you in general and to achieve any specific goals? Experience, perspective, contacts, tools, etc...
- As a mentee, what are some things I would like to take away from this experience?
- What form of communication works best for you?
- Schedule next meeting

MONTHS TWO AND THREE (*November and December 2013*)

Goal: Continue to grow the relationship, further goals and implementation

Dialogue suggestion

- Review previous discussion / progress
- Succession plan and implementation
- Member's engagement, satisfaction, rewards, etc...
- How can the Business Plans reflect and support the implementation of the points of discussion (previously discussed /above mentioned)
- Schedule next meeting

MONTHS FOUR AND FIVE (*January and February 2014*)

Goal: Increase motivation and identify networking of support

Dialogue suggestion

- Review previous discussion / progress
- Leadership Development Training attendance, participation (self /others)
- Brainstorming next personal FWEA FY goals
- Schedule next meeting

MONTH SIX (*MARCH 2014*):

Dialogue suggestion

- Review previous discussion / progress
- Leadership Development Training attendance, participation (self /others)
- Finalize personal next FWEA Fiscal Year goals
- Moving forward beyond pilot program if so, schedule next meeting.

During the month of January and at the end of March members of the Strategic Planning Committee will call to check on the progress and answer any questions. In the mean time feel free to contact any of us.

Month to Month Action Plan

Meeting Date	Objective/ Goals	Strategies
Example	<ul style="list-style-type: none">- Identify top three goals (could be short- or long- term- Identify Strengths and opportunities for growth- Use this table to create a plan of action	At least one for each objective/goal