



Mentor Program Application Announcement



Program Period:

Oct. 30, 2019—March 30, 2020

Mandatory Orientations:

- ◇ Mentor Orientation Oct. 17, from 9:00 am to 12:00 pm
- ◇ Mentee Orientation Oct. 22, from 8:30 am -3:30 pm
- ◇ Real Colors training Nov. 7, 8:30 am to 12:30 pm, Hall of Administration, Room 231 for mentors and mentees who have not taken the training

Program Goal:

Mentors, who have mastered certain domains, get to share their “pearls of wisdom” with the mentees. The mentor shares the unwritten rules for success in order to develop the mentee to reach their full potential and expand their positive influence in the organization.

Research proves that many successful people, from all walks of life, have received tremendous benefits from being mentored. Mentoring is the best teacher for capturing wisdom that has not been filled by any other means. Mentors experience an energized sense of fulfillment as a result of working with mentees.

What to Expect:

This Mentor Program is an inspiring **five month commitment**. Mentors/mentees meet a minimum of 2 times a month. Both mentor and mentee are responsible for making sure meetings happen. The Program Administrators match people from different agencies and diverse backgrounds.

Mentoring meetings include: establishing professional goals, debriefing the 360 Degree assessment, discussing the role of Emotional Intelligence in professional success, and offering observations on Mentees’ strengths and opportunities for growth.

Participants will receive a Certificate of Completion upon successful graduation from the program.

Benefits of the Program:

For Mentee:

- ◇ Access to hard-to-come-by knowledge by learning from a more experienced mentor
- ◇ Broaden perspective across disciplines, leadership styles, and diverse cultures in a safe environment for learning
- ◇ Structured feedback in areas critical to professional and personal growth

For the Mentor:

- ◇ Opportunity to share best practices and institutional knowledge and wisdom
- ◇ Refreshes/enhances your own working experience by helping develop another
- ◇ Creates opportunities for root cause problem solving and mentor-mentee synergy

For the Organization:

- ◇ Provides a commitment to developing leadership
- ◇ Fosters a culture of professional development
- ◇ Increases employee engagement, job satisfaction by being connected to the larger purpose and sense of inclusion in the larger organization

Questions: VCMentor.Program@ventura.org

How to Apply: Application Period : Aug. 19, 2019 to Sept. 13, 2019

Download Application forms at:

<http://myvcwebdev/diversity-and-inclusion-task-force-mentor-program>





Be a Part of Something AMAZING...

If every person in our society served as a mentor to a mentee, as well as becoming a mentee to a mentor, we would be more successful and capable of solving our problems substantially faster than we do today.

Mentee Requirements:

- ◇ Management/Professional job classification who is looking to advance their career
- ◇ Must demonstrate commitment to self-improvement
- ◇ Motivated to invest in themselves and the organization
- ◇ Strong follow through for taking action on information provided by the mentor
- ◇ Shows an eagerness to learn

Additional Criteria for Mentees:

- ◇ Have passed probation with no discipline issues in the past year
- ◇ Reference Checks

Mentor Requirements:

- ◇ Someone from the top three tiers of their Agency, who is more experienced and has success in certain domains
- ◇ A profound desire to help someone who is less experienced in order to accelerate their learning for professional development
- ◇ Willingness to share your failures, achievements, and life experience with someone who can benefit and can take your experience to apply to their professional growth

Additional Criteria for Mentor:

- ◇ Have had no recent performance or disciplinary issues
- ◇ Demonstrates high level of organizational knowledge best practice leadership behaviors
- ◇ Approval and Reference Checks

Training for Mentees Include:

- ◇ **Real Colors**—Understanding your own and other’s natural way of doing things is a critical developmental milestone for leadership and is part of the County of Ventura learning culture.
- ◇ **Working With Power & Influence**—Three sources of power include being authentic, understanding that how people perceive you affects how they interact with you, and the importance of credibility for trust.
- ◇ **360 Degree Assessments** —360 Assessment is a map for a professional development plan. Lack of self-awareness about our impact on others is a developmental derailer.
- ◇ **Emotional Intelligence (EQ) Assessment (Optional)** —Discover your default patterns under stress and in conflict. EQ is a large predictor of professional success. It can be grown, unlike IQ or personality. Gina Rae Hendrickson or Betsy Swanson Hollinger will be the coaches for 1.5 hr. for debriefing the assessment.

Training for Mentors Include:

- ◇ **Mentor Orientation on mentor roles and responsibilities, and how to coach the mentee on the 360 Degree Assessments** —how to debrief the 360 Assessment and help the mentee identify areas for a professional development plan.



For Additional Information:

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