

Scottsdale Leadership

Alumni-to-Alumni Mentoring



Program Overview

Learning from and with others is a hallmark of leadership. The objective of Scottsdale Leadership's **Alumni-to-Alumni Mentoring** is designed to connect alumni from across the many years of classes to develop relationships and provide opportunities to learn from each other.

We have a broad range of alumni, who represent a significant cross section of business, civic, and community leaders who are able share their knowledge, skills, abilities, and experiences. As a Mentee you can expect the opportunity to learn, share experiences, meet people, and increase your community growth. As a Mentor you will be able to share the depth and breadth of your knowledge.

Through these mutually beneficial relationships you will deepen your connection to the community and the Scottsdale Leadership family.

A committee facilitate matches. Each match will be in place for one year or until the stated goals are accomplished.

What do Mentors do?

Engage with a mentee who is seeking skills and knowledge.

Guide a mentee through to the completion of stated goals.

Act as a sounding board for the mentee's ideas, suggestions, critiques, etc.

Connect a mentee to other Scottsdale Leadership alumni.

What do Mentees do?

Mentees prepare to work with a guide toward an established goal.

Listen to ideas, suggestions, critiques, etc.

Act on information as needed to accomplish goals.

Who is eligible to participate?

This program is open to all Scottsdale Leadership alumni; current class members participate through a separate program. People participate in this program for a variety of reasons. For example, if they are looking to start a new business, if they want to get involved in a new community area, if they have been involved and would like to expand their reach, or if they would like to participate more in government or other civic activities. Each Mentee is matched with a Mentor with specific experience that will move the Mentee toward their stated goals.

How to participate?

The Alumni-to-Alumni program is administered by a committee who reviews the needs of a mentor with the available mentors and offers mindful matches.

If you would like to be a **Mentor**, complete the questionnaire on the Scottsdale Leadership website. It will provide the committee information about your knowledge, skills, abilities, and experience and what topics you would like to offer Learners.

If you would like to be a **Mentee**, complete the questionnaire on the Scottsdale Leadership website. It will provide the committee with information about what you are seeking in a Mentor and help them make a mindful and productive match.

At this time, it's recommended that alumni not be both a mentor and mentee. This may change in the future.

How are the matches made?

Matches are both art and science and mindful matches are the cornerstone of the **Alumni-to-Alumni** program. Matches are made by using all of the information available about both mentor and mentee. In addition to the questionnaires, we may use SL bios, online information such as Linked-In, formal and informal information, personal knowledge, etc.

Mentees are encouraged to write 1-3 goals to be accomplished through the Mentor relationship.

Once the match has been established a member of the committee will facilitate an introduction meeting and be the continuing point of contact.

What's the time commitment?

Experience has shown that consistent and regular contact is crucial to successful mentoring. It is expected that Guides and Learners will connect with each other at least twice a month for about an hour at a time. The manner of connection is up to the mentoring pair.

Additional time may be required to complete agreed-upon tasks needed to move toward the Mentee's stated goals.

Pairs will work together until the goals are accomplished or for a 12-month period whichever is shorter.

Progress checks

Throughout the year, the committee will provide periodic check-ins, and if at any time either the Mentee or Mentor need assistance, they are encouraged to immediately reach out to the committee. At the end of the year a survey will be provided that will assess the experience and improve the program.

Confidentiality

Trust is a major component of any guided relationship. Pairs are encouraged to determine the boundaries of confidentiality that work for them.

Questionnaires, bios, resumes, and other documents may be shared with other alumni in the process of creating mindful matches.

Process

Mentors and Mentees each complete questionnaires online so the committee can gather knowledge, skills, experiences & desires.

When a request for a mentor is made, the committee is notified. At their monthly meeting the committee reviews information from available Mentors and determines a possible match.

A committee member contacts the selected Mentor and reviews the needs of the Mentee with them. If the Mentor is able to accept the pairing, an introduction meeting is facilitated with a member of the committee.

The pairs work together to accomplish established goals.

The Committee point-of-contact performs check-ins throughout the term.

At 12-months, relationship is complete.

Mentors and Mentees are surveyed to assess success and needed program improvements.

Frequently Asked Questions

What do you look for in a Mentor?

The committee uses all the resources available to it to make mindful matches. From the Mentor we look at their community, business, and leadership knowledge, skills, experiences, and abilities. We ask Mentor volunteers to provide information about the areas in which they want to offer their skills, and those they don't. And we strive to understand their availability and ability to participate.

What commitment level do you expect from Mentors? Mentees?

We expect the mentors and mentees to meet at least twice a month for about an hour each time. The manner in which they meet (face-to-face, by phone, etc.) is their choice. We also expect that learners will have goals they want to accomplish through the mentoring process. It's one way the validity of the mentoring process is assessed. Additional time may be needed to successfully accomplish the Mentee's goals.

How do you match people?

The committee uses all the tools available including the stated desires of the prospective mentee, Scottsdale Leadership bios, participation questionnaires, public internet sites (like Linked-In), and formal and informal knowledge of the mentors and mentees.

It is also possible that even with all the tools available, a strong match won't be found. In that case it is better to refrain from trying to create a match that doesn't fit the needs of the mentee.

What tools does Leadership provide?

Leadership provides access to all the committee members for help and advice. In addition, each pair is provided a single-point-of contact, a written guide with possible meeting formats, and mentoring/coaching topics and questions. Each pair is encouraged to reach out to the committee contact, or anyone on the committee, whenever they want or need additional assistance.

What if the Guide and Learner just don't mesh?

Even with all the planning the committee engages in to make mindful matches, sometimes they just don't work. In that case mentors and mentees are encouraged to reach out to the committee. The committee will do their best to reconcile the situation. We ask that the pairs give themselves at least three meetings, use the guide to find common ground, and be clear about what isn't working so a strong recovery can be accomplished.

Can I be both a Mentor and a Mentee?

Mentoring can be beneficial at many stages of life and help meet many goals. It takes time, energy, and commitment. Currently, it is recommended that alumni NOT simultaneously be both mentor and mentee. However, a mentor can become a mentee if he or she doesn't have a current mentee assignment.

Can I have more than one assigned Learner?

The time commitment in the lives of busy people is a consideration and the committee is cognizant of the need for work-life balance. It is recommended that Mentors have only one Mentee at a time.

What if I want to continue with my Mentor after the program?

While the official mentoring relationship ends at 12 months, many mentoring pairs continue as friends.

What if you don't find a match for me?

We are mindful of making strong matches and while we try everything we can to find a great mentor for everyone, we also understand that it might not be possible. In that event, we will let you know we haven't found a match and see if there are other avenues available to meet your stated goals.

What if I must withdraw?

We know that life is ever-changing.. If you need to withdraw, contact the committee, and let us know. If you wish to return, we will gladly consider your future participation.