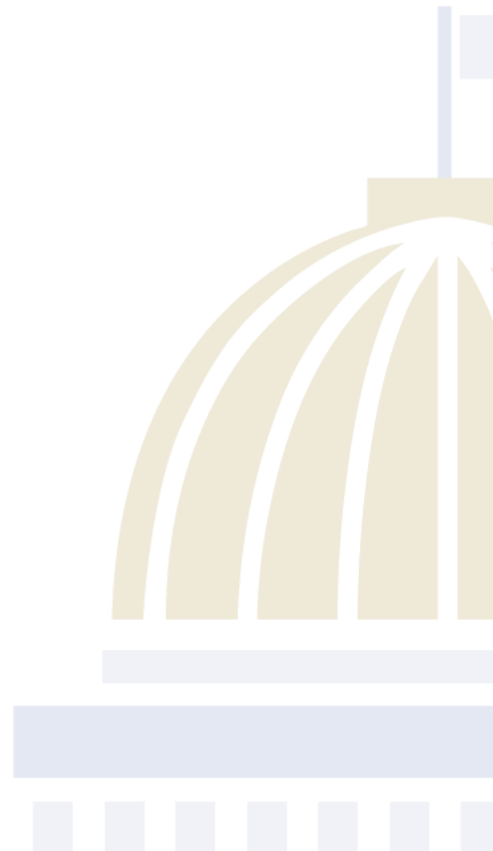




FLM PEER MENTORSHIP PROGRAM

MENTOR

An individual who serves as a role model, teacher counselor, advocate and ally for others in a related field or activity and who shares their knowledge, skills and/or their experience, to help another person, or group of people, to progress.



Mentoring looks like...

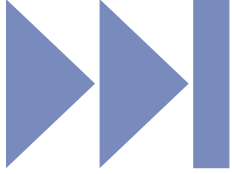


Mentoring looks like...



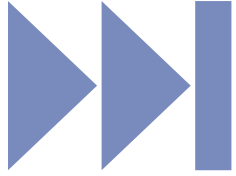
EXPECTATIONS





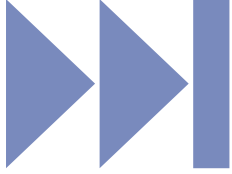
Overall Expectations – FLM PEER Mentorship Program

- The Mentor and Mentee will meet a minimum of 4 times per year, at mutually agreed upon dates/times.
- The Mentor and Mentee will meet via online tools, telephone or at a mutually agreed upon location.
- Conversations between Mentor and Mentee will be confidential.
- The Mentor and Mentee are encouraged to attend FLM gatherings or virtual sessions.
- The Mentor and Mentee will remain committed and adaptable throughout the mentoring process.



Expectations of the Mentor – FLM Peer Mentorship Program

- Schedule and attend meetings with assigned Mentee. Take the Lead.
- Be willing to coach.
- Be willing to give feedback in the best interest of the mentee.
- Mentor in the areas of business, best practices, which may involve leadership skills, communications, perceptions, decision-making, understanding concepts, etc., or, in other areas of personal and professional development.
- At the conclusion of the program, complete a survey about his/her experience being a Mentor.
- Join the FLM President and Executive Director in a luncheon commemorating the Mentorship program.
- Mentor should familiarize themselves with the municipal charter of the mentee.



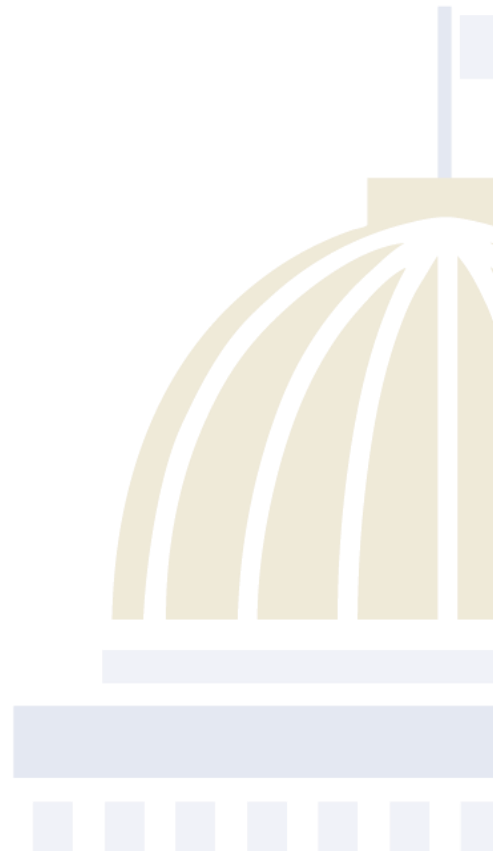
Expectations of the Mentee

– FLM PEER Mentorship Program

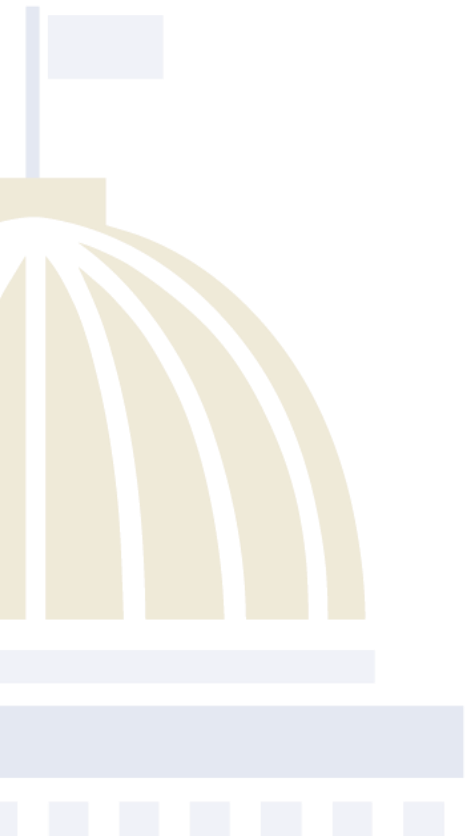
- Arrange to attend scheduled meetings with assigned Mentor.
- Be coachable, meaning be willing to hear feedback in order to grow.
- Work with Mentor in the areas of business, best practices, which may involve leadership skills, communications, perceptions, decision-making, understanding concepts, etc., or, in other areas of personal and professional development.
- At the conclusion of the program, complete a survey about his/her experience being a Mentee.
- Join the FLM President and Executive Director in a luncheon commemorating the Mentorship program.

Your Mentor is not Your Supervisor

- Your mentor will not discuss their conversations with you with your supervisor (or your colleagues)*
- Your mentor will not require you to take action*
- Your mentor will not take actions on your behalf that you should take on your own behalf*



Tips for Productive Mentorship





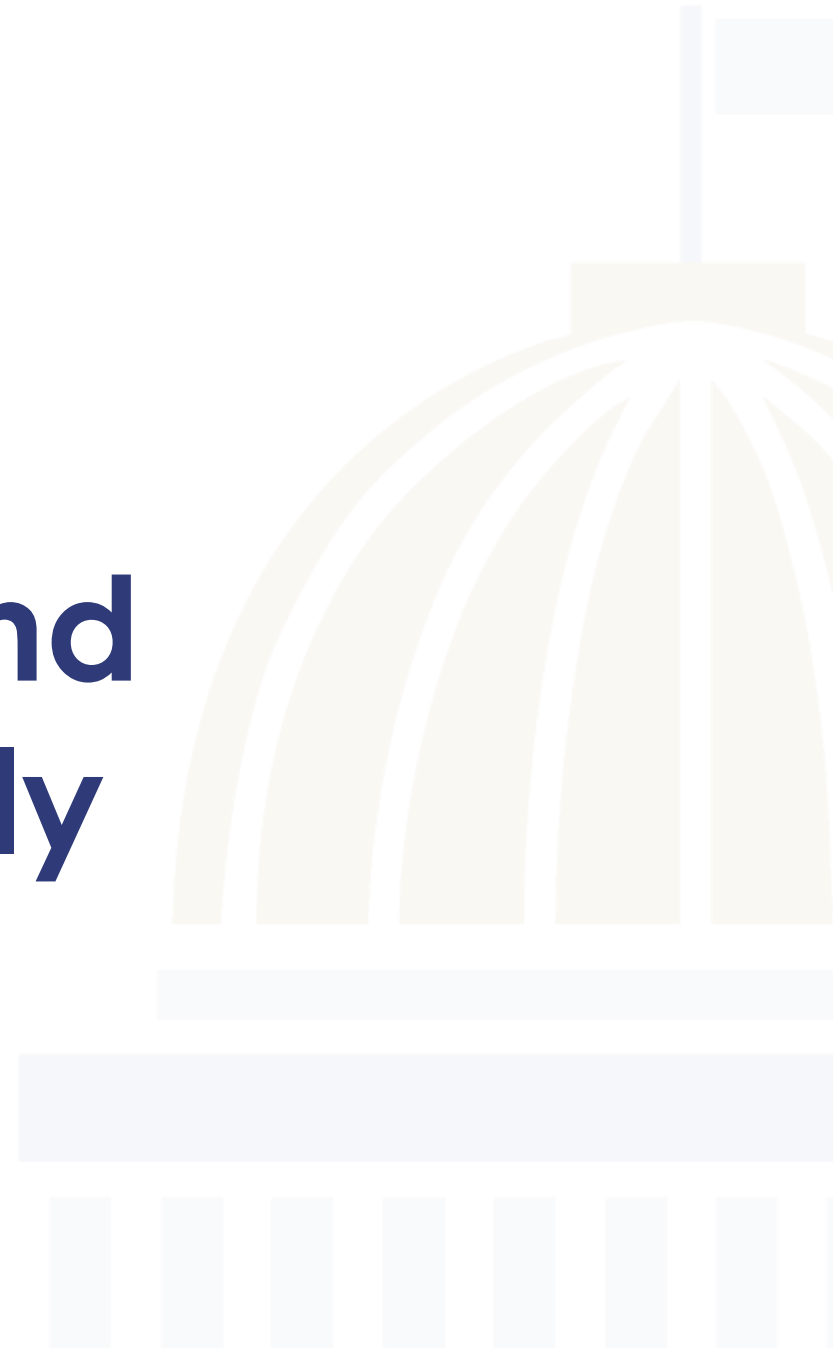
#1 – Determine/Set Expectations



#2 – Make It Personal

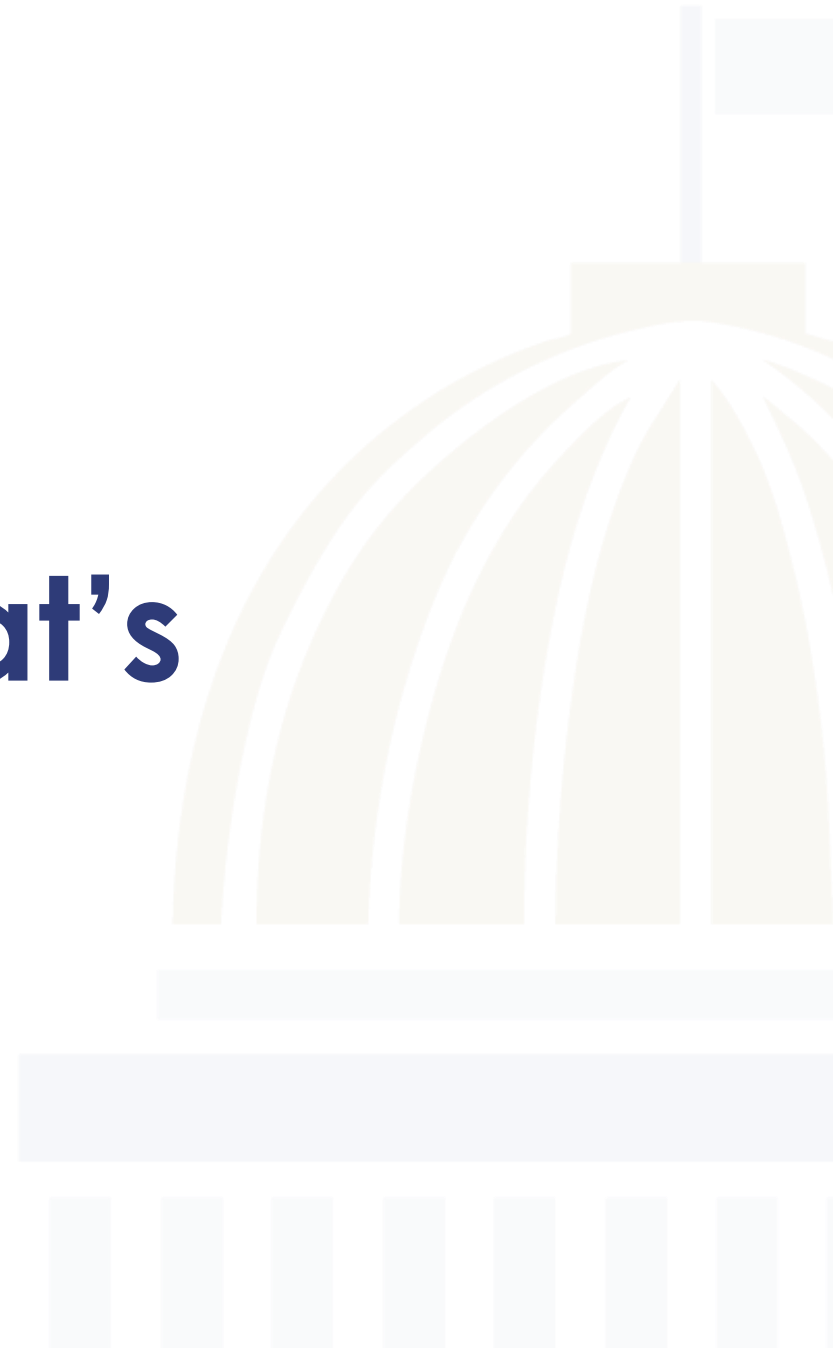


#3 – Ask, Listen and Discuss Freely



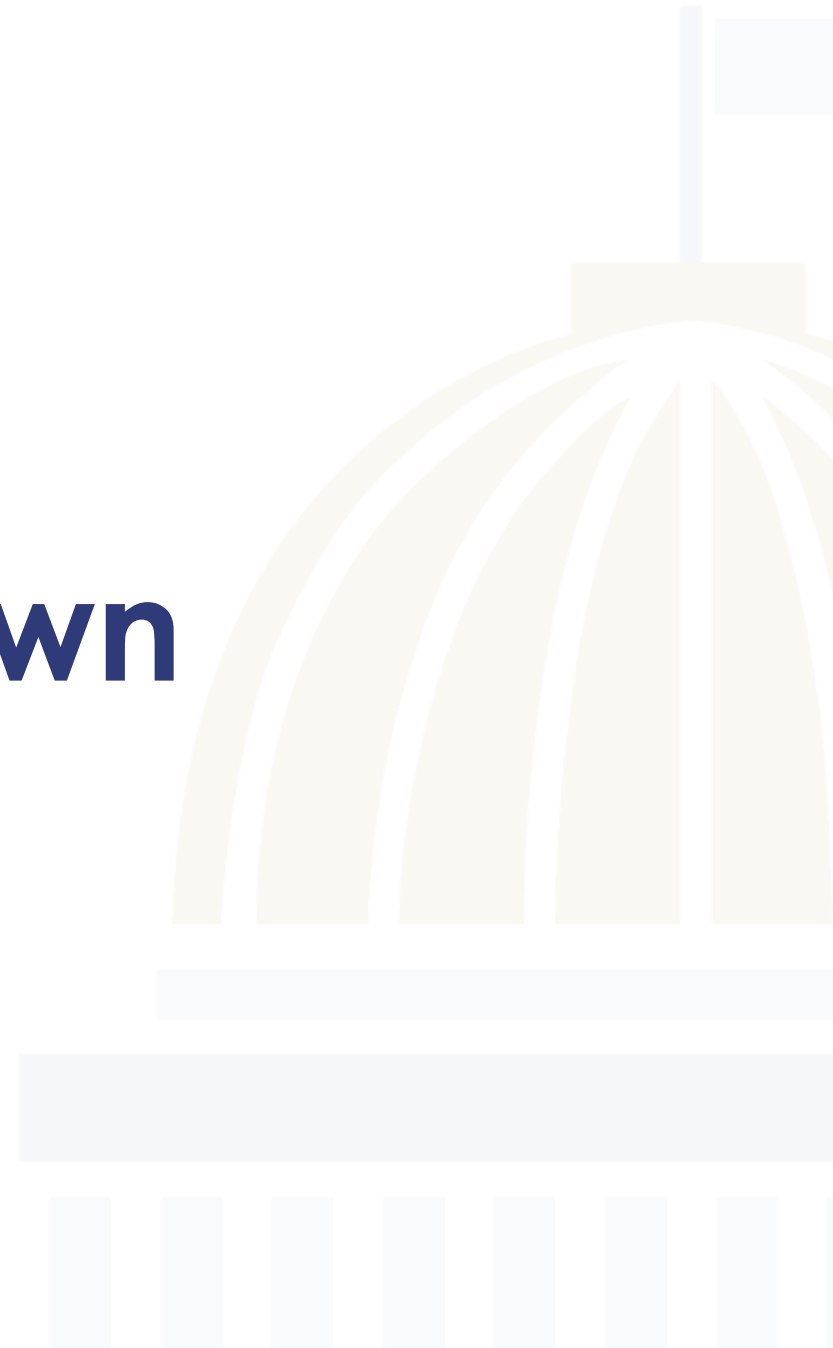


#4 – Consider What's Suggested





#5 – Make Your Own Choices





#6 – Be Honest/ Be Human





#7 – Protect Confidentiality

A photograph of two men shaking hands in an office setting. The man on the left is older, with grey hair and a beard, wearing a green and black plaid shirt. The man on the right is younger, with a beard, wearing a maroon button-down shirt over a white t-shirt. They are both smiling. In the background, another person is working at a desk. A laptop is open on the table in the foreground.

**Each mentoring relationship is unique.
Be open to it.**

