



## What is Mentoring?

**Mentoring has its roots in ancient Greece.**

**Homer, recounted how Odysseus, before leaving home for the Trojan War, turned to his trusted friend, Mentor, to provide care and guidance in his absence for his young son, Telemachus.**



## What is Mentoring?

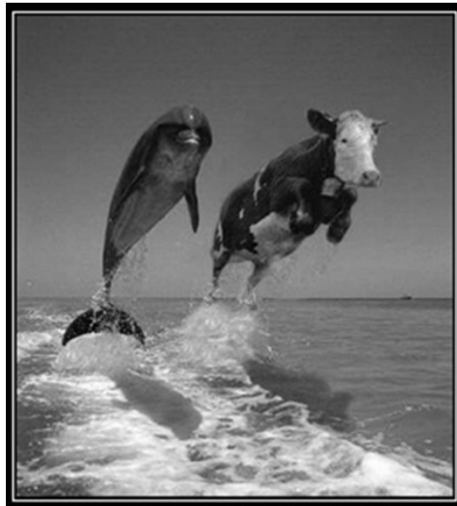
- Mentoring is more than coaching.
- Mentoring is a relationship in which one person helps another to discover more about themselves, their potential and their capabilities.
- Mentoring is a partnership; an agreement between two people sharing experiences and expertise to help with personal and professional growth.
- Mentoring focuses on the long-term.



## What is Mentoring?

**Mentoring is more than creating a clone!**

*Everyone is a genius.  
But if you judge a fish  
by its ability to climb  
a tree, it will live its  
whole life believing  
that it is stupid.*



## What is Mentoring?

### Benefits of Mentoring

- Maximize career performance
- Broaden ones skillset.
- Gain knowledge in an area of interest.
- Enhance ones personal and professional growth.
- Gain a broader understanding of the mission and vision.
- Begin developing or enhancing competencies.
- Extend professional networks.
- Clarify and renew career directions and goals.
- Receive guidance as one develops the professional maturity necessary for effective leadership.



## What is Mentoring?

### Reverse Mentoring

**Mentoring goes both ways!**



## What is Mentoring?

### Benefits of Reverse Mentoring

- Get advice and information not available from your usual sources.
- Stay current with technology.
- Creates new ideas.
- Closes the knowledge gap.
- Creates new energy and synergy.



## APPA's Mentoring Program

### Background Information

- RMA membership approved the creation of the Fourteener's Club in 2006
- 2008 first inductees into the RMA 14ers Club
- 2010 MAPPA started their M&M program
- 2011 ERAPPA started their program
- 2014 APPA CFaR Mentoring Study Completed
- 2015 Regional Representative's White Paper
- 2015 APPA created the Mentoring Task Force
- 2017 and beyond...



# APPA's Mentoring Program

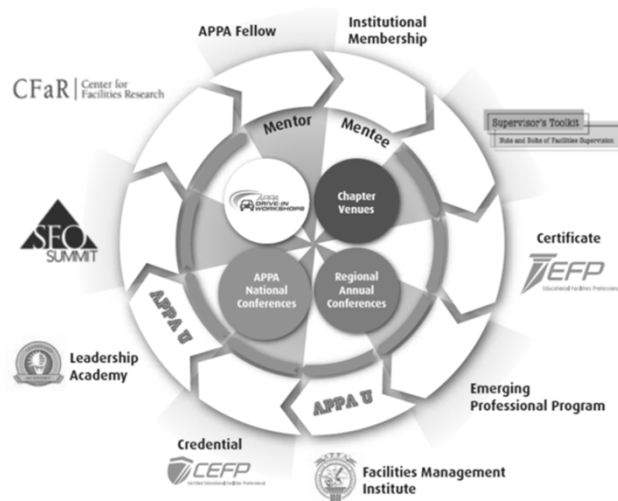
## Purpose

- Support APPA in its mission to elevate the leadership and influence of educational facilities professionals.
- Recruit and mentor others to prepare for and fulfill leadership roles at their own institutions, within their region and within APPA.
- Help mentees achieve a level where they can then become mentors themselves.



# APPA's Mentoring Program

## APPA Professional Development Continuum



## APPA's Mentoring Program

### Program Administration

- Designed to provide a common framework and communication plan familiar to all APPA members.
- Administered at the local, chapter and regional level.
- Allows for regional modifications and themes.
- APPA will assist with advertising, the mentor/mentee database, developing mentor training programs, provide mentor training, and develop a mentoring recruitment toolkit.



## APPA's Mentoring Program

### Program Administration

- Each region should have a mentoring coordinator
  - Works with the other regional coordinators
  - Matches potential mentees to mentors
  - Markets the program regionally
  - Provides recognition to the participants



## APPA's Mentoring Program

### Mentor Eligibility

Mentors must achieve a minimum of fourteen (14) points consisting of any combination of the following:

- Must be an APPA or regional member in good standing. This includes Business Partners and Emeritus members.
- Attendance at international, regional or chapter annual conferences.
- Participation as a regional or chapter Board member, Committee chair or State/Province representative.
- Participation as a presenter at a chapter, regional or APPA annual conference.



## APPA's Mentoring Program

### Mentor Eligibility

- Graduation from or completion of the APPA Supervisor Toolkit, APPA Institute and/or APPA Leadership Academy.
- Successful completion of the EFP and/or the CEFP.
- Publish an article(s) in the *APPA Facilities Manager* magazine.
- Become a regional trainer such as a Supervisor's Toolkit Trainer, or a CEFP prep course trainer.



## APPA's Mentoring Program

### Mentor Eligibility

- Participation on an FMEP evaluation team.
- Acceptance of a "special assignments" from the chapter, regional or APPA Board. Special assignments could include such things as participating on an APPA task force, etc. and may be defined as needed on a regional basis.
- Attainment of an APPA or regional recognition award.
- Participated as a mentee.



## APPA's Mentoring Program

### Mentee Information

- Type of Institution
- Professional Biography
- Personal Interests or Hobbies
- Preferred Method of Contact/Communication
- Career Goals





## APPA's Mentoring Program

### Mentee Information

- **Current strengths**
- **What are they hoping to gain?**
- **Describe their ideal mentor**
- **Describe any key areas they hope to improve on**
- **Identify any special interests**



## APPA's Mentoring Program

### Communication Frequency

- **Intended to be informal and left up to the mentor and mentee**
- **Frequent contact is encouraged**
- **At a minimum agree to monthly contact**
- **Recommend connecting at annual conferences**



## APPA's Mentoring Program

Length of Commitment

- Suggested minimum of one year
- Can continue after mentee becomes a mentor



## APPA's Mentoring Program

Available Resources

- Mentor's Resource Guide
  - The Role and Traits of Excellent Mentors
  - Phases of a Mentoring Relationship
  - What to do When Things Go Wrong
  - Saying Goodbye



## APPA's Mentoring Program

### Available Resources

- **Mentoring Program Resource Guide**

- Frequency of Communication
- The Role and Traits of Excellent Mentors
- Mentor Motivation Inventory
- Mentor Readiness
- Mentee Readiness
- Tips for Mentors
- Tips for Mentees
- Getting to Know Each Other
- Mentoring Action Plan Worksheet



## APPA's Mentoring Program

### APPA Mentoring Task Force

- **Reports to Ruthann Manlet, VP for Professional Development**

- **Members:**

- John Morris - Chair
- Keith Lemieux - RMA
- Nancy Yeroshefsky - ERAPPA
- Vibba Cunningham - SRAPPA
- Bob Andrews - PCAPPA
- Shelton Riley - CAPPA
- Steve Gilsdorf - MAPPA
- Joe Fullerton - Emerging Professionals
- Robert Wall, Jr. - HBCU Engagement Group
- Michelle Frederick - Regional Representatives
- Suzanne Healy - APPA, Staff Liaison



Thank You!

