


Mentoring

Opportunities in APPA

Presented by
APPA Mentoring Committee



APPA 2018
Annual Conference & Exhibition
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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?

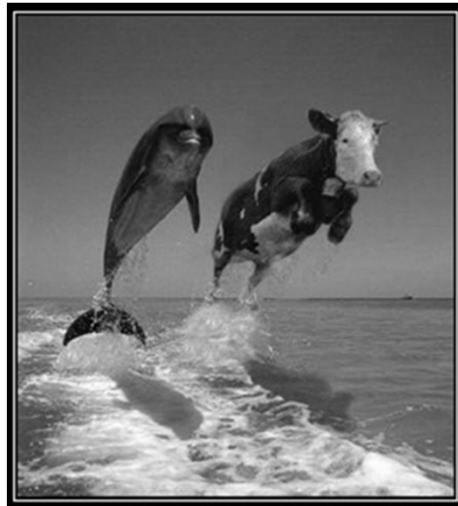
- Mentoring is more than coaching.
- Mentoring is a relationship in which one person helps another to discover more about themselves, their potential and their capabilities.
- Mentoring is a partnership; an agreement between two people sharing experiences and expertise to help with personal and professional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



What is Mentoring?

Benefits of Mentoring

FOR MENTORS:

- Mentoring is an essential leadership skill.
- It improves your communications skills.
- Learn new perspectives.
- Enhance your personal and professional growth.
- Gain personal satisfaction.



What is Mentoring?

Benefits of Mentoring

FOR MENTEES:

- Maximize career performance.
- Broaden ones skillset.
- Gain knowledge in an area of interest.
- Enhance one's 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.

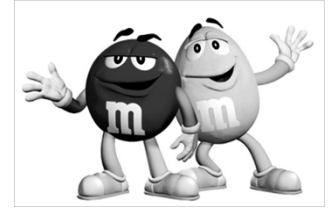




APPA's Mentoring Program

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
- 2016 Formalized the Mentoring Committee
- 2018 and beyond...



APPA's Mentoring Program

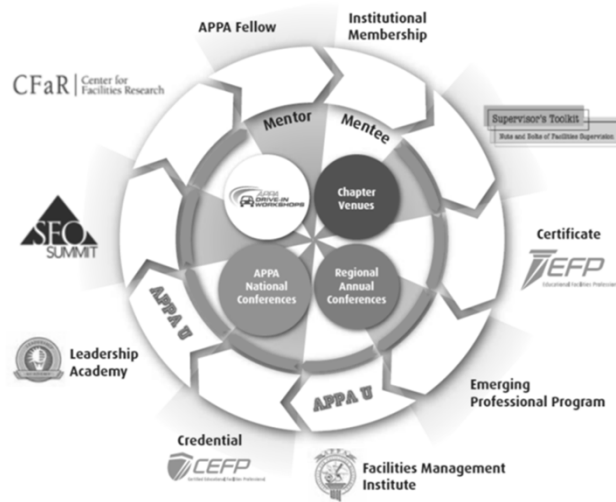
Purpose

- 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 assists with advertising, the mentor/mentee database, developing mentor training programs, providing mentor training, and developing 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 assignment" from the chapter, regional or APPA Board. Special assignments could include such things as participating on an APPA task force, etc.
- 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 Committee

- Reports to Ruthann Manlet, VP for Professional Development

- Members:

- John Morris – Chair
- Keith Lemieux – RMA
- Jessica Abbott – ERAPPA
- Doug Michael – ERAPPA
- Vibha Cunningham - SRAPPA
- Bob Andrews – PCAPPA
- Nicole Sanderson – PCAPPA
- Shelton Riley – CAPPA
- Doug Laditka – MAPPA
- Joe Fullerton – APPA Young Professionals (AYP)
- Robert Wall, Jr. – HBCU Engagement Group
- Christina Hills – APPA, Staff Liaison



Thank You!

