

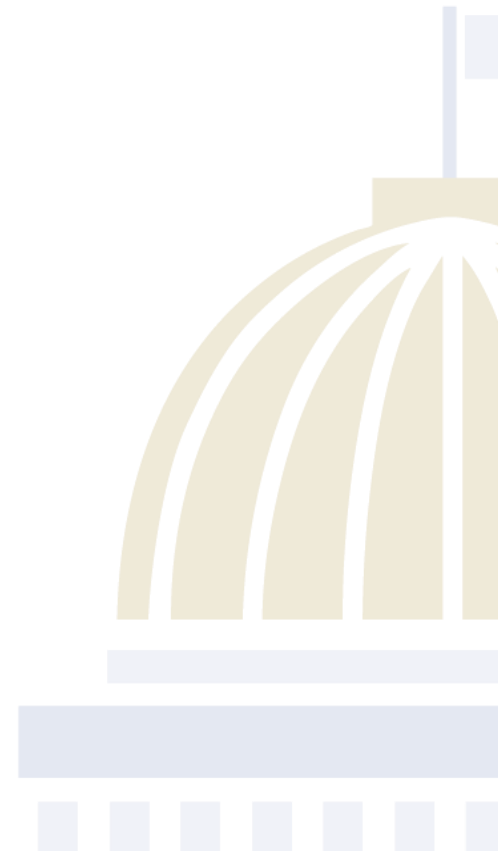


FLM PEER MENTORSHIP PROGRAM

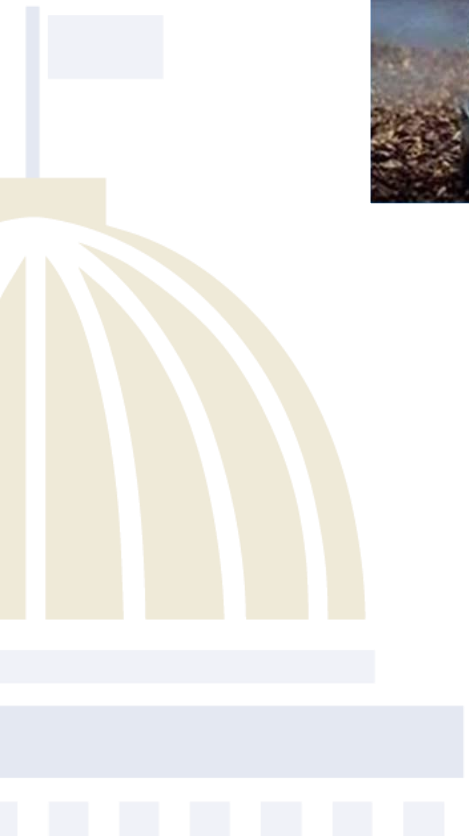


MENTOR

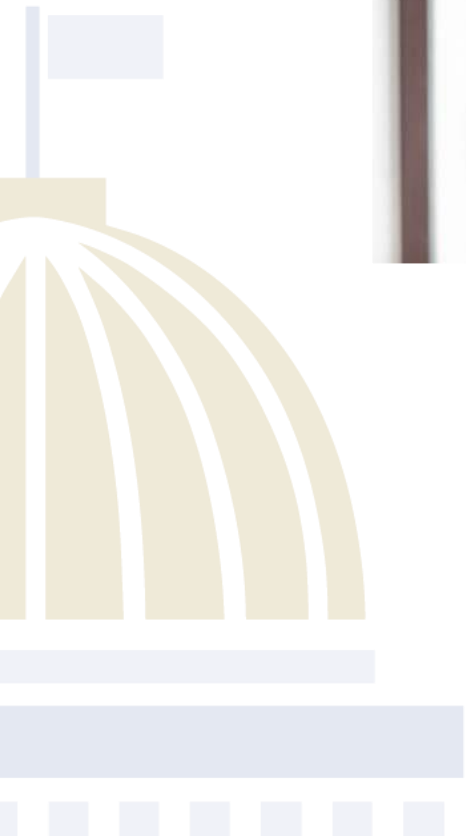
An individual who serves as a role model, teacher counselor, advocate and ally for others in a related field or activity and who shares their knowledge, skills and/or their experience, to help another person, or group of people, to progress.



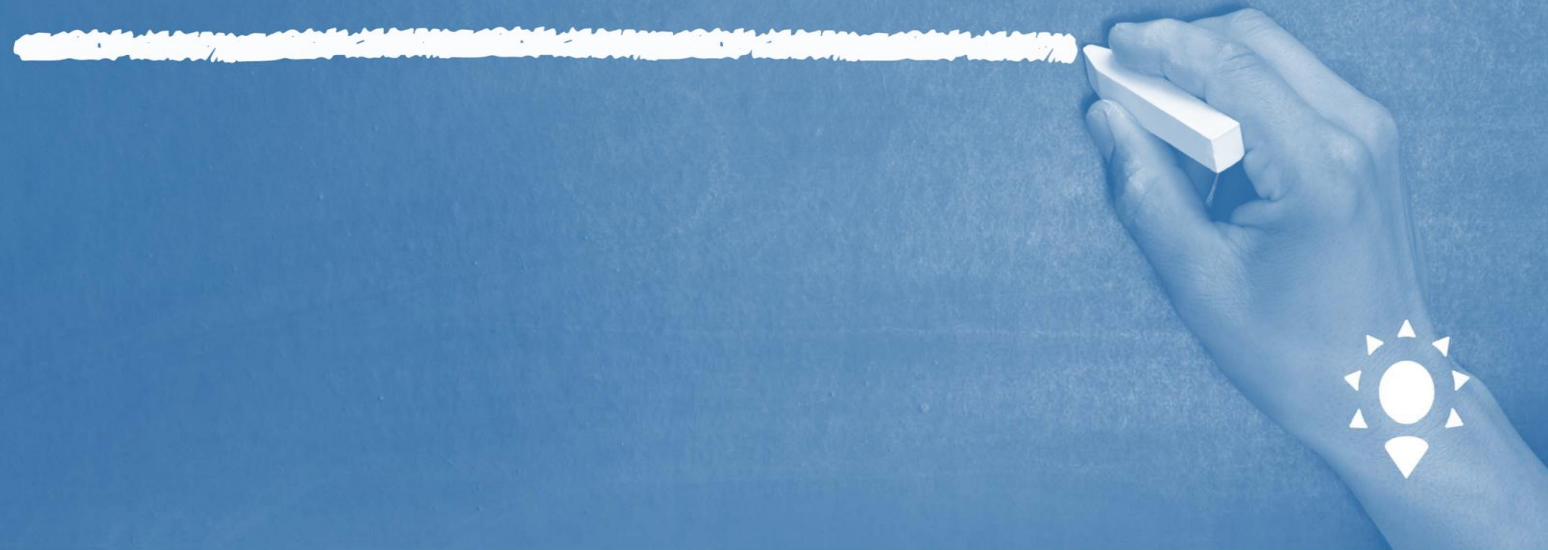
Mentoring looks like...



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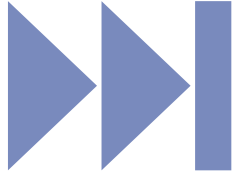
EXPECTATIONS





Overall Expectations – FLM PEER Mentorship Program

- The Mentor and Mentee will meet a minimum of 4 times before July 31, 2024, 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.

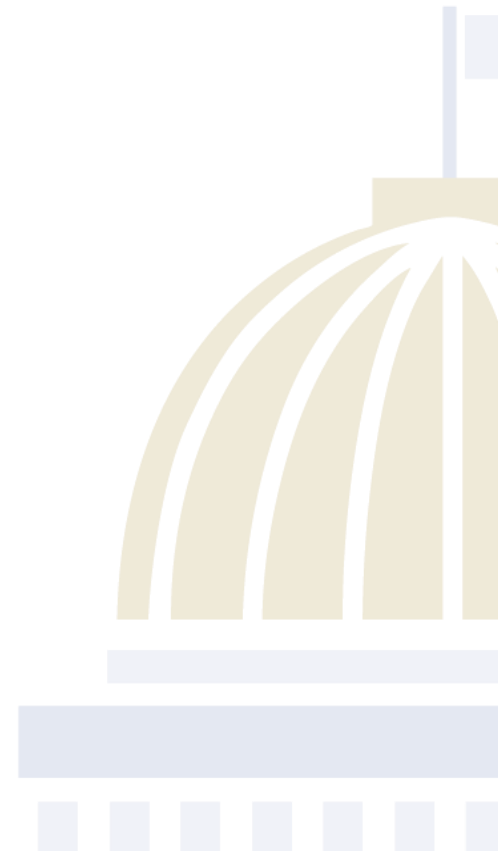


Expectations of the Mentee – FLM PEER Mentorship Program

- 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

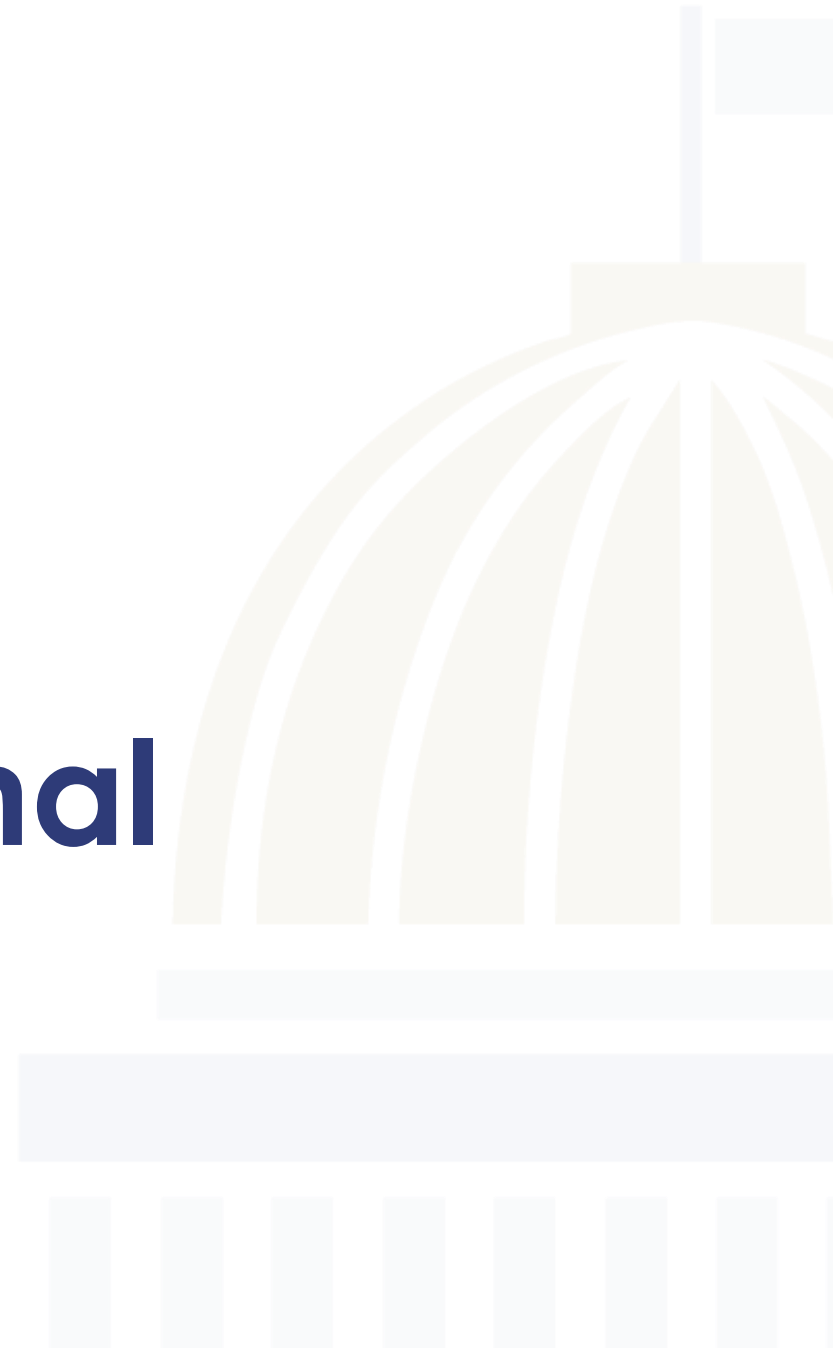


#1 – Determine/Set Expectations



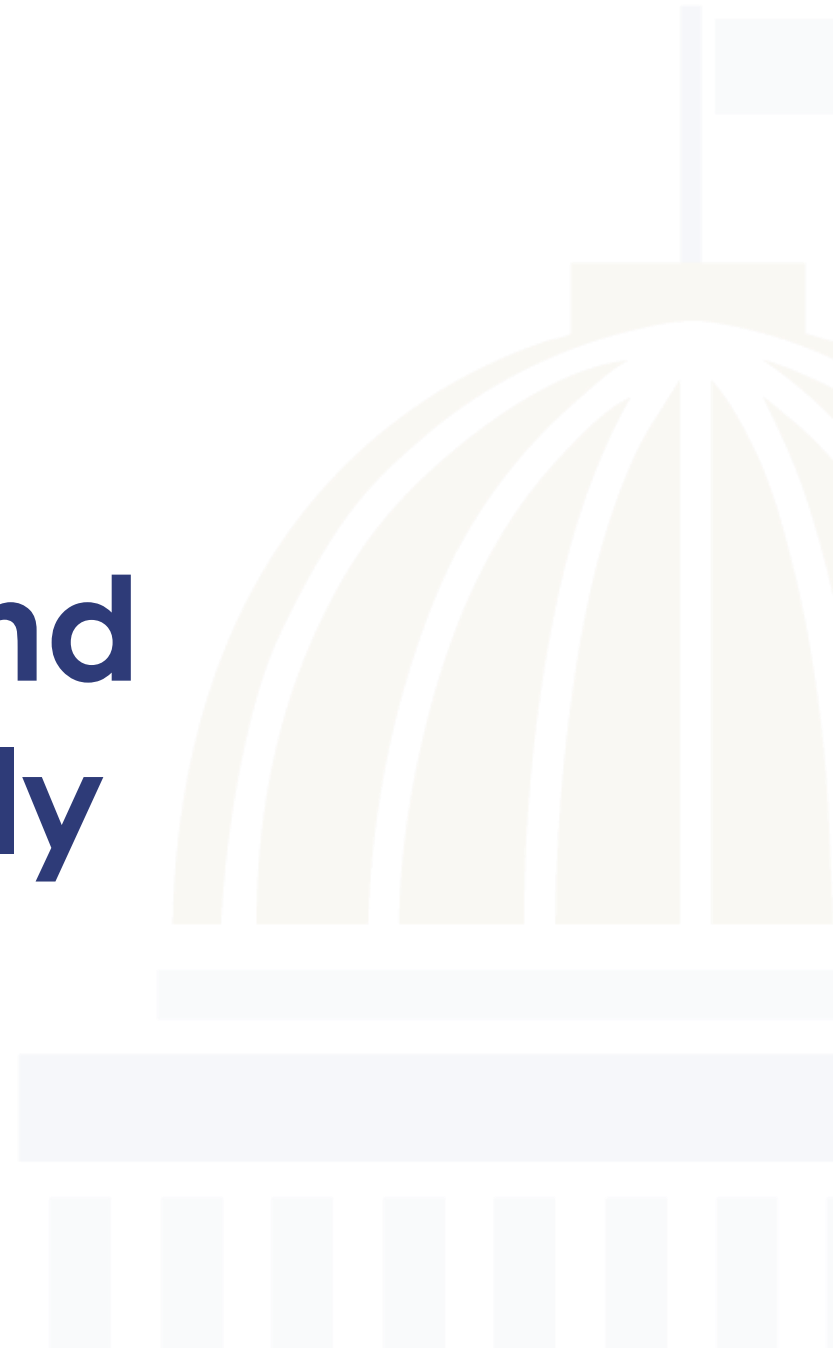


#2 – Make It Personal



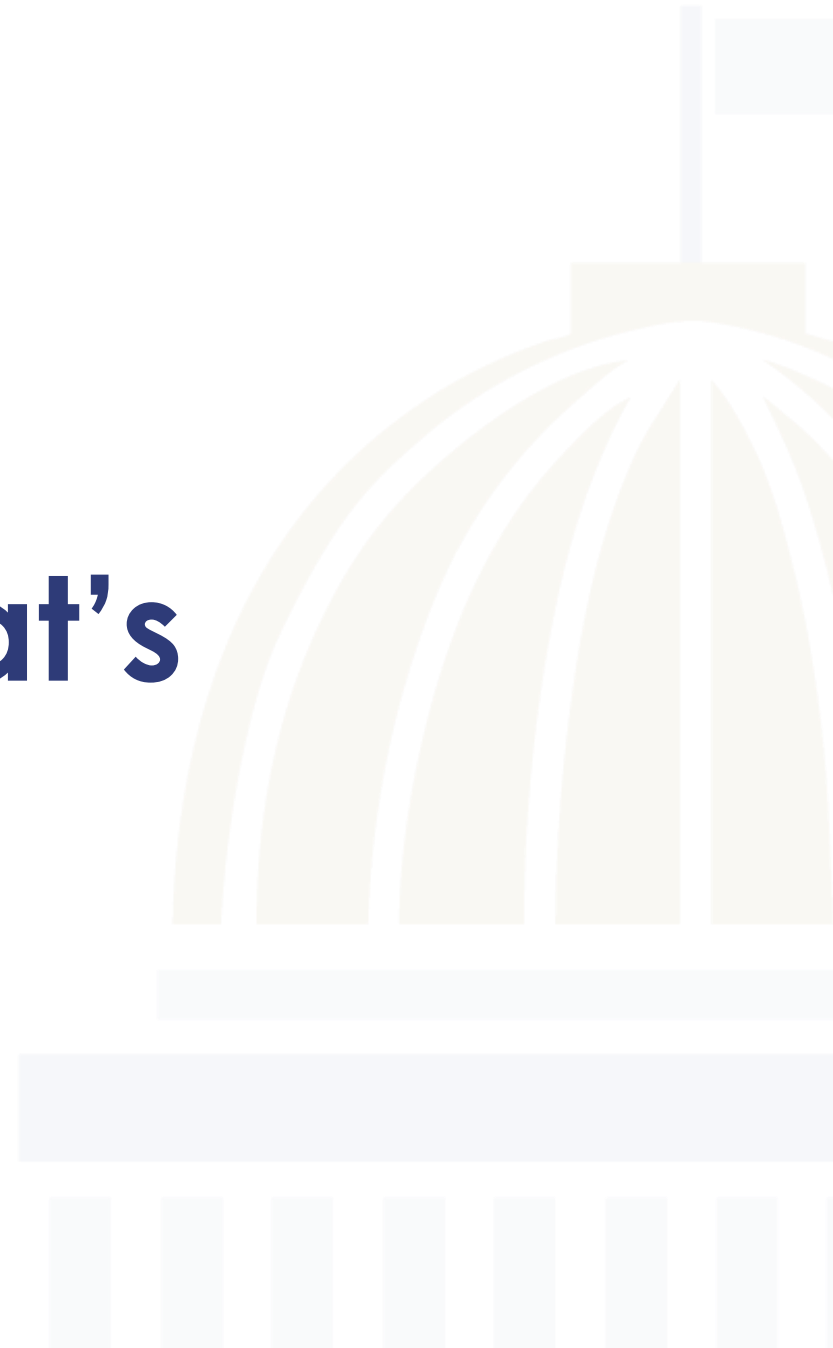


#3 – Ask, Listen and Discuss Freely



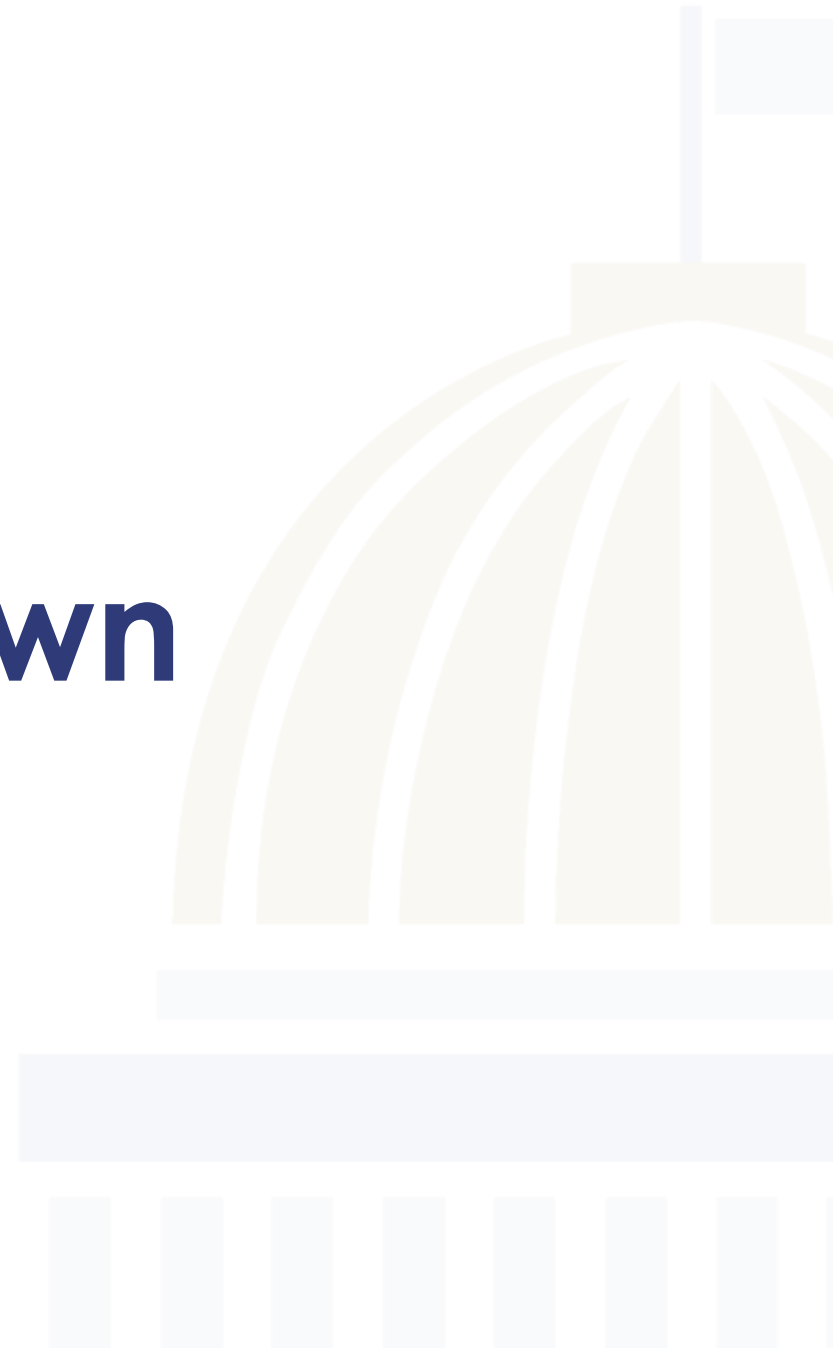


#4 – Consider What's Suggested





#5 – Make Your Own Choices





#6 – Be Honest/ Be Human





#7 – Protect Confidentiality



Each mentoring relationship is unique.
Be open to it.

