

Mission

To provide personalized growth and development opportunities for chapter members through development and support of mentoring relationships based on respect, effective communication, and dedication.

Vision

The mentoring program is a structured, yet informal, voluntary program offered to members of ASTD Nebraska. Members have the opportunity to partner with another ASTD Nebraska member with years of experience in workplace learning and performance. Both are supported and guided through the mentor relationship by qualified program coordinators.

Participants must commit to uphold the following core values of the program:

- ◇ *Professionalism*
- ◇ *Confidentiality*
- ◇ *Open Communication*
- ◇ *Trust*



You'll be glad you did.

For more information on the
ASTD Nebraska Mentoring Program:

Contact our Director of Mentoring at
directormentoring@astdnebraska.com



MENTORING PROGRAM



“Life is one big road with lots of signs. Put your vision to reality. Wake up and live!”

Bob Marley

Are you ready to mentor?

Ask yourself:

- ◇ **Do I have time?** While the time requirement will vary depending on your mentee, this program requires you to meet at least once a month. You should also be available as a resource when your mentee needs your guidance.
- ◇ **Do I have the interest?** Make an honest assessment of your interest in serving as an ASTD Mentor. Participate only if you are interested enough to invest your time to a plan and its follow through.
- ◇ **Am I prepared?** Your preparation for this role is based on your capacity to provide information and guidance. While some assistance in preparing you for this role will be provided as part of the program, you should enter the program with solid communication skills.



Mentors often remark that they feel they get more out of it than the people they are helping!

Are you ready to be mentored?

Ask yourself:

- ◇ **Do I have time?** Establishing and maintaining the relationship with your mentor takes time. When someone is giving you his or her time to help you grow, reciprocate by giving your own time and following through on the work you'll need to do to prepare for your meetings.
- ◇ **Do I have interest?** Are you honestly interested in learning more about the field of workplace learning and performance, often referred to as training and development? A mentor wants to work with a mentee who is committed to his or her career.
- ◇ **Do I seek honest feedback?** Learning from a mentor is about accepting advice, coaching, and honest and constructive feedback. Are you open to this kind of relationship? Think about how you accept feedback and determine if this kind of relationship is right for you. While some instruction will be provided in the program on giving and receiving feedback, you should enter it with a certain level of awareness and acceptance of the mentoring/feedback model.



If you are ready for it, a mentoring relationship is very rewarding.

Program Requirements

The official length of the program is six months. If the mentor and mentee choose to continue the program beyond that, we certainly encourage it.

During the six-month program, you are asked to meet at least once a month for one hour. You can, however, meet more often if you so choose.

Meetings can be in person, over the phone, via e-mail exchanges, or any combination of the three.



A mentoring relationship will improve your career in many unexpected ways. Sign up today!

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