



Mentorship Program Coordinator
Anissa Brown UFSC-GKC VP of Programs, Scholarships &
Mentorship abrown@academybank.com

The Mentor Program supports UFSC-GKC's initiatives related to membership development, leadership skill enhancement, and succession planning. UFSC-GKC recognizes the need to prepare future leaders to support its mission. Members possess a breadth and depth of knowledge and can lead the organization to higher levels. With specific and targeted efforts to increase active participation in leadership roles, the organization will experience significant knowledge increases that will impact UFSC-GKC, the national organization and the Kansas City metropolitan area.

Mentorship Parameters and Guidelines

MENTOR GUIDELINES:

- Have a minimum of three years of leadership experience with a minimum of two years serving within the UFSC organization.
- Must be willing to spend time outside of UFSC-GKC events to serve mentees. This time may be via e-mail, face-to-face meetings, phone calls, Zoom or Teams, etc. Meetings/calls should be conducted at least every other month.
- Must provide detailed information regarding various leadership roles available through UFSC-GKC.
- Must help develop, encourage, and support leadership goals established by mentees.
- Must provide positive, constructive feedback to mentees.
- Must be willing to commit one year towards leadership develop for each mentee.

MENTEE GUIDELINES:

- Must be willing to learn and accept constructive feedback from mentor.
- Must actively work towards establishing regular meetings with their mentor outside of UFSC-GKC meetings. Meetings should be conducted at least every two months.
- Must be willing to take on additional responsibilities as suggested by the mentor, with the mentor's assistance/guidance.
- Must develop/establish goals with the mentor for the mentor/mentee relationship and participation in UFSC-GKC.
- Must be willing to commit one year towards leadership development in UFSC-GKC through the mentor relationship.

MENTOR & MENTEE RELATIONSHIP GUIDELINES:

- Establish goals that are specific, measurable, attainable, relevant and time-bound.
- Participate in activities sponsored by UFSC-GKC.
- Stick to agreements.
- Respect each other's time and resources.
- Be willing to commit 1 year toward leadership development in UFSC-GKC through the Mentor relationship.
- Maintain absolute confidentiality.

MENTORSHIP MATCHING:

- The UFSC-GKC Mentor Program Coordinator matches the Mentors and Mentees based on common interests and goals contained in their respective profiles completed when they agree to participate in the program.

ASSESSMENT & CLOSURE:

Mentorship Program Coordinators will meet separately with the Mentors and Mentees regularly to assess and track program progress and development check points. If irreparable situations develop or are noted with the partnerships, the parties have "no fault" options of ending the partnership and can select other individuals to begin a new mentorship journey. When the pre-determined end dates of the partnership have been reached, the formal partnership is dissolved. However, that does not mean that the partnership cannot continue informally. Learning is a life-long and continual process. Mentors and Mentees are expected to be continual learners.

PROGRAM GRADUATION:

- **A graduation celebration will be held annually to recognize participants. This gathering will include Mentorship Committee and program participants.**

If you are interested in becoming a Mentor or Mentee please contact designated Mentorship Program Coordinator: Anissa Brown UFSC-GKC VP of Programs, Scholarships & Mentorship at abrown@academybank.com

Contact Information

First Name:

Last Name:

Email:

Phone:

What do you hope to accomplish from the program?

Which additional areas, within UFSC, do you have interest in?

Please share any other useful information here.