



MENTOR EMORY

Encouraging Growth • Developing Talent

Mentor Emory

Purpose Statement:

To advance the individual and the community through learning from others and giving back.

Program Outcomes:

- Retention of talent
- Professional growth and development
- Enhanced communication and connectivity
- Instilled sense of belonging

What is Mentoring?

Mentoring IS:

The advancement of the individual and the community through learning from others and giving back.

Mentoring IS NOT:

- An automatic promotion,
- An automatic pay increase, or
- A guarantee of future compensation.

Mentoring Adds Value

Vision

Attracting and developing the best
Fostering lifelong learning
Excelling at discovery
Generating wisdom
Engaged in productive partnerships

Strategic Theme:

Creating Community and Engaging
Society

University Wide Initiatives

Leadership Development
Diversity
Professional Development

When Mentoring works:

- Increased employee productivity and competence
- Enhanced organizational commitment by employees
- The use of an additional tool for educating and socializing employees on organizational values, goals, politics, history, and performance
- The use of an additional resource for developing organizational talent
- The use of an additional tool for developing women and minorities



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Benefits of Mentoring

As a Mentee:

- Enhanced knowledge and skills
- Higher levels of job and career satisfaction
- Stronger network and access to new relationships
- Exposure and visibility

As a Mentor:

- Stimulation by the mentee's ideas
- Enhancement of his/her leadership skills
- Demonstration of organizational commitment
- Organizational recognition

Program Details

- **Size** – Target: 25 pairs
- **Duration** – 9 months
- **Eligible Participants**
 - Mentors – Men and Women with several years professional experience
 - Mentees – Men and Women with limited experience and/or limited experience at Emory University
- **Time Commitment** – Approximately 2 hours/month
- **Expectations**
 - Mentor pairs will identify clear objectives for the mentoring relationship
 - Regular communication between mentor and mentee (2x/month)
 - Attendance at Mentor Emory development activities
- **Development Activities** – mentor-mentee training, guest speakers, panel discussions, networking mixer, community service



Mentor-Mentee Matching

- **Level 1: Computer application survey**
- **Level 2: Program Manager Review**

- **Matching Criteria**
 - Professional goals/interests
 - Developmental interests
 - Self-identified core values, mentoring style



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