

# MNODN 2017-2018 MENTORING PROGRAM

## OVERVIEW

### Welcome

Thank you for your interest in the MNODN Mentoring Program. We are very excited to offer this program to our members and professionals in OD and related fields. This mentorship program was developed with the following goals in mind:

- Support new members in understanding the mission, vision, values, and goals of MNODN
- Share the skills and knowledge of successful and experienced professionals with new graduates
- Provide support in locating and accessing organizational resources and resource people
- Create and maintain a MNODN legacy
- Create and maintain a MNODN “Generational Pipeline”
- Provide motivation for job performance, creativity, and innovation in the field
- Bring individuals together to establish a network of professionals

Our program is suited for individuals with a variety of scholastic and professional development objectives who want to gain a career advantage and maximize their learning opportunities.

### SELECTION

**Mentee Eligibility-** students, new professionals or those in career-transitions with fewer than 3 years in the field; must be members of MNODN enrolled with a 2017-2018 annual student or professional membership.

**Mentor Eligibility-** professionals in OD, OE, I/O, HR, T/D, LD, CM or a related field with at least 5 years of professional experience; must be members of MNODN enrolled with a 2017-2018 annual professional membership.

If selected to participate in the program, you will be matched in a one-to-one mentoring pair. Matching is based on mentor/mentee complementary goals and objectives, mentor strength corresponding to mentee need, location and proximity of pairs, shared meeting accessibility, and the availability of an appropriate match in our applicant pool. Guidance on developing an effective mentor/mentee relationship will be discussed at the program kickoff meeting.

**\*\*The MNODN Mentoring Program is NOT an internship program, is NOT an employment service, and does NOT offer or guarantee any type of job placement or career promotion.\*\***

## COMMITMENT

The monthly time commitment for the mentoring program is **three hours per month** of regular interaction (i.e. phone, e-mail, virtual or in-person) with your mentor/mentee. We also encourage our mentorship pairs to attend MNODN's monthly programming events on the first Thursday of each month, however this is not mandatory.

There will be a total of **2 group meetings in which your attendance is expected**. The first is our Mentoring Kick-off Event on Thursday, October 5th, 2017; the second is our program Graduation Ceremony on Thursday, May 3rd, 2018.

The mentoring program has a "no-fault divorce policy" if the needs of either the mentor or mentee are not being met. The Program Manager will also conduct separate "mismatch checks" throughout the duration of the program, and will address issues or concerns as they arise.

## KEY DATES

- ★ 9/27 - Applications Due
- ★ Thursday, October 5th, 2017, 4:30P-5:30P - Program Kickoff
- ★ Thursday, February 1st, 2018, 4:30p-5:30p – Spring Social
- ★ Thursday, May 3rd, 2018, 4:30p-5:30p – Graduation Ceremony

Information gathered during the application process will remain strictly confidential and is used solely for the purpose of the MNODN Mentoring Program. ***Submission of your application serves as your signature of agreement*** and indicates that you understand the restrictions, specifications and commitment required of the mentoring program.

For specific questions regarding the Mentoring Program, please contact **Paul Silber**, [paul.h.silber@gmail.com](mailto:paul.h.silber@gmail.com) with the subject line "MNODN Mentoring Program".

Thank you for your interest in the MNODN mentoring program!