



Zonta International®

District 12

Advancing the Status of Women Worldwide

Member Mentorship

DISTRICT 12 LEADERSHIP TRAINING

OBJECTIVES

- ▶ Objective 1: To describe new member mentoring and why it is important.
- ▶ Objective 2: To specify the roles and benefits of a mentorship program.
- ▶ Objective 3: To identify critical skills and characteristics of a good mentor.
- ▶ Objective 4: To identify responsibilities of the mentor and of the Club Mentoring Program
- ▶ Objective 5: To provide a mentoring process that can be used in clubs.



New Member Mentoring

- ▶ What is New Member Mentoring?
 - ▶ *Learning partnership between an experienced club member (mentor) and a newly inducted club member (mentee).*
 - ▶ *Purpose of mentor programs*
 - ▶ *Share knowledge and information about Zonta*
 - ▶ *Provide opportunity for personal growth*
 - ▶ *Strengthen the club*
- ▶ Why is Mentoring important to Zonta?
 - ▶ *Club revitalization from within its own ranks.*
 - ▶ *Development of stronger bonds between members*
 - ▶ *Creation of future Zonta leaders*



A Mentor is.....

- ▶ ... a Role Model who welcomes a new member through frequent communications.
- ▶ ... a link for information about Zonta International, District 12, Area and Club.
- ▶ ...a source of information regarding local club activities.
- ▶ ...a coach, encouraging new member involvement.

INVOLVE, INVOLVE, INVOLVE



Benefits of a Mentorship Program

- ▶ Benefits to Mentors:
 - ▶ Personal Satisfaction
 - ▶ Gratification of passing Zonta knowledge
 - ▶ Development of new professional and social contacts
 - ▶ Exposure to new ideas and perspectives
 - ▶ Improvement of coaching and counseling skills
 - ▶ Sense of Accomplishment



Benefits of a Mentorship Program

- ▶ Benefits to New members:
 - ▶ Increased personal support of club
 - ▶ Relationship with club member who can be role model and advisor
 - ▶ Organizational support & increased participation in club activities
 - ▶ Information on culture and inner workings of Zonta
 - ▶ Exposure to new ideas and perspectives
 - ▶ Greater connectivity with all parts of Zonta
 - ▶ Understanding of new member's role in supporting Zonta mission



Benefits of a Mentorship Program

- ▶ Benefits to Club:
 - ▶ Development of new club members
 - ▶ Motivated members – current and new
 - ▶ Effective communication of history, culture, mission and goals of Zonta
 - ▶ Improvement in clubs coaching and counseling skills
 - ▶ Increased interaction among members and across committees
 - ▶ Increased organizational communication and understanding
 - ▶ Better integration of new members into club
 - ▶ Increased member retention (reduced turnover)



What Makes a Good Mentor?

- ▶ Critical Mentoring Skills and Attributes:
 - ▶ Effective listening and feedback skills
 - ▶ Goal setting and planning skills
 - ▶ Advising skills (knowing when to give and to not give advice)
 - ▶ Skills to instill confidence and motivate people
 - ▶ Friendly and welcoming attitude
- ▶ Characteristics of a good mentor:
 - ▶ Values Zonta, its mission, and its work
 - ▶ Cares about others and treats everyone with respect
 - ▶ Is tolerant, non-judgmental, and accepts personal differences
 - ▶ Is able to establish a comfortable environment for discussions
 - ▶ Is sensitive to new member's needs
 - ▶ Enjoys in development of new member
 - ▶ Has a "POSITIVE" outlook about Zonta and can share it!



Who can be a New Mentor?

- ▶ Zontians who.....
 - ▶ Are willing and able to spend time with a new member
 - ▶ Have good interpersonal skills
 - ▶ Have an interest in being a mentor
 - ▶ Are willing to commit to the program
 - ▶ Recommend 1 year commitment
 - ▶ Have knowledge about Zonta or
 - ▶ KNOW who does.....and/or
 - ▶ WHERE to get it.....
- ▶ Recommendations...Select a member who:
 - ▶ Has been in Zonta at least 2 years
 - ▶ Is not a close friend or person who recommended membership.
 - ▶ Is the “RIGHT MATCH”



Responsibilities of a Mentor

- ▶ Monitor new member's participation and attendance
- ▶ Engage mentee at club meetings
- ▶ Introduce new member to current club members
 - ▶ *If you can't attend a meeting, arrange to have another club member assist*
- ▶ Provide information about Zonta
 - ▶ Club – history, projects, meeting protocol
 - ▶ Area – structure, area meetings
 - ▶ District – structure, conference
 - ▶ International – hierarchy, foundation, convention
- ▶ Advise mentee about committees and leadership positions
- ▶ Encourage, support, listen, and assist
- ▶ Make it FUN

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Keys to a Good Mentoring Program

- ▶ Recruit the best mentors
- ▶ Get strong commitment from participants, particularly the mentor
 - ▶ Clearly identify length of time for mentor role
- ▶ Have the right match
- ▶ Outline what club wants to achieve through mentorship and communicate goals
- ▶ Acknowledge success of the program and work of the mentors
- ▶ Make program important to the club
- ▶ Help mentor by providing ideas on what he/she can do to be effective
- ▶ Monitor the program
- ▶ Promote the benefits of the program



Ready, Set, Go....(The Mentoring Process)

- ▶ THANK YOU for becoming a mentor.
- ▶ The process builds in 4 simple steps:
 - ▶ Step 1: Within coming month, call your new member to see how & when you might get to know one another better.
 - ▶ Step 2: Offer to help answer your new member's questions about Zonta or help her find a resource who can.
 - ▶ Step 3: Occasionally ask your new member how she's doing, her perception of the club and what we all can do to make it better.
 - ▶ Step 4: Email or phone her occasionally, get together for lunch, work together on a committee project, sit together at a business meeting, carpool to a Zonta function.



Where can I find this information?

- ▶ District 12 Website
 - ▶ www.zontadistrict12.org/training
 - ▶ *You must type in “/training”*

