

Ohio GLT

January, 2018

Improving Your Club by Starting a Mentoring Program

In history the term "Mentoring" goes back to ancient Greek mythology when the original Mentor was appointed by Odysseus to act as a tutor and guide to his son Telemachus when Odysseus was fighting in Troy. The goddess Athena appeared to Telemachus in the guise of Mentor and advised him to stand up to his mother Penelope's suitors, hence the idea of a "Mentor" as a guide and wise counsellor.

A more current definition of the word can be found at "Dictionary.com". They define mentor as "a wise and trusted counselor" or "an influential senior sponsor or supporter". In researching for this article most of the material regarding mentoring was based on programs in business and industry. It is not hard, however, to change the vocabulary (Business to Club), (Job satisfaction to member satisfaction) and, (employees to members) so that the statements about a company are just as true for our Lions Clubs.

There are three ways that starting a mentoring program in your club will make your club more successful:

- ♦ A mentoring program will directly affect your club's success
- ♦ A mentoring program will help those mentees in the program
- ♦ A mentoring program will help those serving as mentors to be even better Lions

3 Ways a mentoring program will directly affect your club's success

- ♦ **Increases Retention and Member Satisfaction** – How often have you heard that to keep a member we must get them involved and active. We all try to do this but without a formal program such as mentoring our efforts are often disjointed and haphazard.
- ♦ **Bridges Generation Gaps** – We all struggle to recruit and keep younger members. It is important that once we have recruited a younger member we connect him or her with an experienced member. A working Mentor/Mentee relationship will help bridge the generation gap.
- ♦ **Helps new members get acclimated to your club** – A formal mentoring program will help your new member become accustomed to the ways of your club. Little things like the alphabet soup of initials for positions, PGD, IPDG, CC etc., confuse a new member and they are not likely to ask questions. A mentor can fill in the information that your new member needs to become a part of your club.

7 Ways a mentoring program will help mentees in the program

(Continued on page 2)

Mentoring Program Cont.....

7 Ways a mentoring program will help mentees in the program

- ♦ Mentor and Mentee will start the relationship by developing an agenda for the mentoring process that addresses the mentee's specific needs.
- ♦ The mentoring program enhances the mentee's ability to deal with challenges and issues facing new members.
- ♦ The mentoring program gives the mentee an opportunity to network with other club members.
- ♦ The mentor and mentee will work together to develop a set of goals for the mentee.
- ♦ The mentoring program will develop knowledge about Lions Clubs International organization, goals, and programs.
- ♦ The mentoring program will provide support to the mentee as he/she moves toward becoming an outstanding Lion.
- ♦ The mentoring program provided a source of advice and encouragement for the mentee

6 Ways a mentoring program will help those serving as mentors to become even better Lions

- ♦ Mentor gets satisfaction by enhancing his/her skills in helping someone else to grow
- ♦ Mentors gain fresh perspectives through interaction with new members
- ♦ Mentors develop their leadership skills
- ♦ Mentors are investing in the future of the club
- ♦ Mentoring provides an opportunity for mentors to reflect on their own practices
- ♦ Mentoring widens the mentors understanding of the Lions Clubs International organization and the way it works

This sounds like a good idea!



How do I get started?

Hopefully this article has convinced you of the benefits of starting a mentoring program for your club. This is not as difficult as it seems thanks to Lions Clubs International. Seeing the importance of a structured Mentoring Program they have developed a Basic Mentoring Program for new Lions and an Advanced Mentoring Program for those Lions who are ready to step into leadership positions. More details about the Basic and Advanced Lions Mentoring Program are provided below:

Basic Mentoring Program

The goals of the Basic Mentoring Program are for the mentee to gain responsibility and to build relationships. The Basic Mentoring Program can be considered a stepping stone to a leadership role. The program is broken into two levels:

Level One - The Responsibility of Being a Lion:

The first level of the Basic Mentoring Program is devoted to developing an understanding of who Lions are, their vision of humanitarian service, the traditions, the organizational structure and the responsibility of being a Lions club member. It should be a goal of every club that all new Lions complete the level one in their first three months of

Mentoring Program Cont.....

membership.

Level Two, Relationships:

The second level of the Basic Mentoring Program is for developing relationships and organizational skills in preparation for leadership at the club level. Level two should be completed in the new Lion's first six months of membership.

The Basic Mentoring Program is designed to be used with new members in your club.

The Advanced Mentoring Program

The goals of the Advanced Mentoring Program are for the mentee to work with his or her mentor to get results in service programs and community programs. It is also designed to show the mentee how to work toward developing leadership in fellow Lions.

Level One, Results:

The emphasis of this level is upon developing accountability for results by focusing on community projects and programs that provide useful and needed humanitarian service. Completion of this level provides a stepping-stone for accepting a leadership role within the club.

Level Two, Replication:

This level concentrates on the mentee's role in developing others for leadership in the association and for humanitarian service. It ensures long-range growth and can serve as a basis for leadership within the district structure. This phase can be augmented with additional training at district level and at area forums.

The Advanced Mentoring Program is designed for those Lions who are taking the first steps in assuming a leadership role in the club.

Recognition for Completing the Mentoring Programs

Lions Clubs International provides recognition for the mentor and mentee who complete the requirements of the mentoring program. The mentee and mentor who complete the Basic Mentoring Program and send the signed

achievement form to LCI will receive a Certificate of achievement from LCI. The mentee and mentor that complete the Advanced Mentoring Program will receive a Lapel Pin from LCI.

Resources Available from LCI

Basic Mentoring Guide MTR – 11 EN

Advanced Mentoring Guide MTR – 12 EN

New Member Welcome Book NM-9

New Member Orientation Guide

ME-13a

New Member Orientation Power Point

Me – 13b

These resources can be downloaded from the LCI Website by entering the publication number from above in the search box on the first page of the website. They can also be ordered from the Membership and New Club Operations Department.

The Roles of a Mentor

In 2004, David Clutterbuck, an academic who studied mentoring relationships, coined an acronym for what mentors do:

Manage the relationship

Encourage

Nurture

Teach

Offer mutual respect

Respond to the learner's needs

Leadership Characteristics Word Find

W L T P C S U T R A N S P A R E N T A D X G Q J
I F F C O J P N Q G I B M Z E P L J L V P J F C
P P G A U T G K N E B C N N X M O B S I W C X K
P B L H R A R K U R S O P B T M Y G W N D V J R
A J S A A Z I E R M X N O N G J A E A S R F N T
T A U Q G J H Z T Q T F S Y I H L R V P E L V N
I K G G E I I P U Y I I I C Z H M Q I I S Q P P
E Z M C K Z U Z R V Y D T H C I Y V O R P P L T
N I N N O V A T I V E E I A V D P P V I E F I A
C R T O H R T Y N E R N V R X V C O V N C E K L
E B D C F K F L G E E T E I B X X Z L G T T E U
J Z F L Z J O I Y V Y V W S H O N E S T A H A P
V M M O T I V A T E D Z F M L I T Y V L B I B X
U Z H Y R Z Q E H G T I I A Q W K Y A F L C L W
N S V E E D X Z Z V V G X T C O T W S D E A E G
B D B M N N V H K M T C D I H X Q O L E F L A J
X V Q G T A T B V W O D Q C D S X Z M P O L C R
Z L S D V A I M O I I E X I J P C J V E C Z S O
B P A S S I O N B Y B C S E C D Z M Z N U C R G
A C C O U N T A B L E I H U M O R Z D D S E F S
D N I N T E G R I T Y S H S D F X I I A E W A F
I V I S I O N G W W P I F G E Y G R E B D Q I F
J E J W T M N B T O X V F Z G U K F H L G O Y U
E Z O B X E E Q I R K E W B A D M L L E K G A F

Accountable

Courage

Ethical

Humor

Integrity

Motivated

Patience

Transparent

Charismatic

Decisive

Focused

Innovative

Likeable

Nurturing

Positive

Vision

Confident

Dependable

Honest

Inspiring

Loyal

Passion

Respectable