



Mentoring Program

Purpose:

LifeWays is pleased to partner with credentialed coach and mentoring consultant, Susan Combs, to pilot a new LifeWays Mentoring Program. This program is part of LifeWays' strategic plan initiative to support succession planning efforts, improved employee retention and increased overall engagement and employee morale.

Timeline:

- July 2020 – Program announcement and applications open for Year 1 program.
- August/September 2020 – Pairs chosen.
- September 2020 – Two-hour virtual training (required) conducted by consultant, Susan Combs. Content includes three mentor models, needed skills, preparing for the first meeting, and program overview.
- October 2020-June 2021 – One-hour individual mentoring conversations.
- July 2021 – Year 1 program evaluation, Year 2 program begins.

Eligible Participants:

The LifeWays Mentoring Program is open to any employee who has been employed at LifeWays for at least one year.

It is recommended that you speak with your supervisor regarding your eligibility to participate in this program due to organizational workload requirements.

We anticipate starting this pilot program with between five and eight pairs of mentors and mentees.

Commitment:

Each participant is required to attend the two-hour virtual training to ensure understanding of the scope of the program and the skills needed to be successful. Participants will receive a mentoring workbook which details three key skills, 12 mentoring tools, and journal pages for keeping track of action items.

Throughout the program, mentors will have on-demand coaching assistance from consultant Susan Combs.

This program will require a one-year commitment from both the Mentor and Mentee with a face-to-face meeting on a monthly basis. Participants can also expect one-hour per week of additional work related to this program.

Application Process:

- To apply to become a Mentor or a Mentee please visit:
<https://lifewayscmh.applicantpool.com/internaljobs/462258.html>