

Description of the Mentoring Component of The Leadership School

The Role of the Mentor

The mentoring component of the Leadership School is intended to provide an opportunity for the participant to have practical experience managing a project or goal under the guidance of one of the District's executive management staff.

The mentor will actively build a partnership in which learning and experimentation can occur, potential mindsets and skills can be developed, and where progress and results can be measured against the stated goal. Learning and growth of another will be built through observations and dialogue. The mentor will act as an objective sounding board; challenge assumptions; encourage reflection, which bring insight that can be translated into productive action; and offer empathy and guidance that help the mentee develop.

The mentor will:

- Foster and sustain a productive relationship
- Maintain confidentiality
- Be accessible
- Listen actively; ask questions; make observations
- Promote responsible decision-making
- Act as a role model
- Motivate and support the mentee to achieve his/her goals
- Apply the mentoring model/process

Mentor Duties

- Orientation to the role of Coach at USD
- Leadership and Management Development – nurture the development of leadership competencies and bridge the gap between theory and practice.
- Skill Enhancement – help the mentee develop and enhance specific skills and techniques
- Confidant – be an active listener, helping to overcome obstacles (self-limiting beliefs or business roadblocks, etc.)
- Technical advisor – discuss and examine technical theory and questions
- Professional Identity – help the mentee understand what it means to be a professional in the working environment (internally – self-initiating and self-regulating, externally – dress, speech, decorum, etc.).
- Organizational Systems and Culture – navigate the formal and informal relationships, processes, and systems
- Information Source– share relevant information and the sources for new information; and introduce mentee to contacts they may not know.