Mentoring Programs

DURATION: 60 minutes

TEACHING METHOD: Discussion

READING: Student Guide

LESSON OBJECTIVE: This lesson seeks to explain the value and diversity of options in mentoring programs that strategic level leaders can employ.

DESIRED LEARNING OUTCOMES (DLO):

1. Reflect on the value of sharing knowledge, the benefits of mentoring, and the importance of building the bench.
2. Review fundamental aspects of mentoring to include the mentoring relationship.
3. Employ the fundamentals of performance monitoring and improvement.
4. Ensure the effective use of mentoring improves the organization.

LESSON STRATEGY: This lesson is designed to explain the value and diversity of options in mentoring programs that strategic level leaders can employ.

INSTRUCTOR NOTE: This lesson focuses on mentoring programs. Students should complete the assigned Student Guide before coming to the class. This allows you to spend most of your time on discussion questions and any exercises or case studies offered. Survey the students to see how well they've absorbed the materials and adjust your plan as necessary.

REVIEW: Ask the students if they have any questions about the reading. If they have questions, answer them. If not, proceed with a short review. Ask the students to share the most important points from the reading. Encourage students to share stories from their own units. If necessary, develop cases to enhance discussion.

BRIDGE: The reading focused on many aspects of mentoring and asked you to apply it to your region or national level organization.

SUGGESTED DISCUSSION QUESTIONS: Feel free to add or adjust questions as necessary to meet the students' needs as well as the unique conditions for your squadron.

Lead off question: Why do we need mentoring programs?

Supporting Question: How does a lack of mentoring negatively impact the organization?

Supporting Question: What are the benefits of mentoring programs?

Supporting Question: What are the difficulties in building mentoring programs?

Supporting Question: How can we overcome the challenges associated with mentoring

programs?

Supporting Question: Why is continuous improvement important for mentoring programs?

EXERCISE: Students should have analyzed their organization for mentoring programs and written a background paper on the topic for class. Have students share their plans in small groups and provide feedback to each other on the plans.

CLOSELY RELATED LESSONS: Strategic Executive Leadership, Emerging Leadership Trends and Self-Development, Developing Staff and Succession Planning, Leading Change, CAP Culture and Its Unique Challenges