EXECUTIVE MENTORING NETWORK

PROGRAM OVERVIEW

MISSION:

To enhance the skills, professional growth and the use of best practices in economic development.

VISION:

Utilizing one-on-one mentoring sessions, group workshops and seminars to foster growth in the economic development profession.

DURATION:

12 months, depending on the depth of engagement and objectives.

PROGRAM STRUCTURE

Phase 1: Preparation and Onboarding

Orientation Session

- Overview of program goals, structure, and expectations.
- Introduction to mentors and mentees.
- Explanation of roles and responsibilities.

Mentor *(aka Consultants)* and Mentee *(aka New Executives)* Matching

- Assess skills, goals, and needs of mentees.
- Match with mentors based on expertise, experience, and compatibility.

Goal Setting

- Establish individual goals for mentorship (e.g., career advancement, project-specific development).
- Develop a mentorship plan outlining objectives and milestones.

Phase 2: Core Program Activities

Monthly One-on-One Meetings

- Discuss progress, challenges, and achievements.
- Provide guidance on specific projects or issues.
- Review and adjust goals as needed.

Workshops and Seminars

- *Economic Development Trends and Best Practices:* Updates on the latest trends and strategies.
- *Project Management:* Skills for managing economic development projects.
- *Policy and Advocacy:* Understanding and influencing economic policies.
- *Community Engagement:* Effective strategies for engaging stakeholders and elected officials.

Practical Projects

- *Collaborative Projects:* Work on real-life economic development projects or case studies.
- *Problem-Solving Sessions*: Address specific challenges faced by mentees or their organizations.
- *Field Visits:* Observe successful economic development initiatives in action.

Networking Opportunities

- *Industry Events:* Attend conferences, seminars, and other relevant events together.
- *Networking Sessions:* Facilitate connections with other professionals in the field.

Phase 3: Evaluation and Feedback

1. **Mid-Program Review –** *Completed by Mentors/Mentees*
    - Assess progress toward goals.
    - Gather feedback from both mentors and mentees.
    - Adjust mentorship plans if needed.
2. **Final Assessment –** *Completed by Mentors & Mentorship Committee*
    - Review achievements and outcomes.
    - Collect feedback on the overall program experience.
    - Identify areas for improvement and future development.
    - Final Assessment shared with EDPA Leadership Team
3. **Recognition and Reflection**
    - Acknowledge the contributions and achievements of mentors and mentees.
    - Award a project grant to a mentee that has actively engaged in the mentoring program and submits the best proposal to initiate a community project.

SUPPORT AND RESOURCES

Program Materials

- Access to relevant literature, toolkits, and online resources.
- Templates for goal setting, project planning, and evaluation.

Support Network

- Access to program coordinators for additional support and guidance.
- Regional Peer support groups for sharing experiences and advice.

Continued Learning

- Opportunities for ongoing education and professional development beyond the program.

PROGRAM ADMINISTRATION

Program Coordinator

- Responsible for overseeing the program, facilitating sessions, and managing logistics.
- Enlist the assistance of several Committee Members to help drive the program.

Mentor Selection Criteria

- Expertise in economic development.
- Proven track record of success and leadership.
- Strong communication and coaching skills.

Mentee Selection Criteria

- Demonstrated interest in economic development.
- Clear goals for professional growth.
- Commitment to participating actively in the program.

COST

FREE for EDPA Members

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