



## **MENTOR MORRIS Program Overview**

### **OVERVIEW**

At the core of our organization's DNA exists a commitment to help people grow and succeed both personally and in their business enterprise, and thereby enriching our larger community. The Morris County Chamber of Commerce has over 850-member organizations who represent a treasure trove of business talent and experience that touches practically every sector of our economy. The talented people within our Chamber represent a vast untapped resource that we hope to share.

Our MENTOR MORRIS initiative is an opportunity to share this wealth of experience by matching up members with others who can give them personalized advice and direction. Our vision is that this program will deliver actionable information, strategies, and tactics that will help members set and attain their short and long-term goals.

### **MUTUAL EXPECTATIONS BETWEEN MENTORS AND MENTEES**

- Enthusiasm, energy, passion and commitment to a highly successful learning and development experience
- Attitude that is upbeat and positive
- Proactive listening in the spirit of seek first to understand
- Respond to inquiries (voice or email) within twenty-four hours
- Shared willingness to work/think outside of each other's comfort zone to explore new ideas and opportunities

### **BENEFITS TO THE MENTOR**

- Rewarding experience guiding others toward success
- Receive assistance or support from mentees on matters which the mentee may be an expert or have experience (i.e. "reciprocal mentoring").
- Mentors will be recognized by the Chamber in the *Business Edge* publication and at events where appropriate.
- Learn how younger generations communicate with their peers
- Learn how to communicate more effectively with younger employees
- Learn what is important to younger professionals
- Learn what motivates younger professionals
- Expand professional network

### **EXPECTATIONS FOR A MENTOR**

- Meet with your mentee at least once per month for a period of not less than 6 months
- Regularly communicate with your mentee between meetings by email or phone
- Keep all personal or sensitive information shared with you by your mentee confidential unless it represents harm to self or others
- Maintain a professional, ethical and responsible relationship with your mentee
- Attempt to resolve any conflict with your mentee directly. If it cannot be resolved in this manner, you will communicate with mentoring program coordinator at the Morris County Chamber of Commerce



- Give feedback, send status updates and participate in periodic assessments for the mentoring program
- Have the time availability to mentor at least one mentee.

### **MENTOR QUALIFICATIONS**

- Current Morris County Chamber member
- A minimum of 10 years work experience
- Completed MCCC mentor certification program

### **BENEFITS TO THE MENTEE**

- Can set personal and professional development goals
- Receive guidance and professional support from a seasoned Chamber member in achieving those goals.
- Gain guidance, knowledge, skills, perspective and personal encouragement.
- Expand their professional network
- Improve communication skills and on-the-job performance.

### **EXPECTATIONS FOR A MENTEE**

- Meet with your mentor at least once per month for a period of not less than 6 months
- Regularly communicate with your mentor between meetings by email or phone
- Keep all personal or sensitive information shared with you by your mentee confidential unless it represents harm to self or others
- Maintain a professional, ethical and responsible relationship with your mentee
- Attempt to resolve any conflict with your mentee directly. If it cannot be resolved in this manner, you will communicate with mentoring program coordinator at the Morris County Chamber of Commerce
- Give feedback, send status updates and participate in periodic assessments for the mentoring program

### **MENTEE QUALIFICATIONS**

- Work for a current Morris County Chamber member
- A minimum of 1-year of full-time work experience with a chamber member organization
- Completed MCCC mentee training program