Shared Interest Group: Mentoring for NACM Members

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2016 Annual Conference
Mentoring Program:

- What is mentoring?
- Roles
- Benefits
- Testimonials
- Application Process
- Q & A
What is Mentoring?
Role of Mentor

- Provide information about NACM as an organization
- Facilitate Mentee’s growth by sharing resources and networks
- Focus on Mentee’s professional development
- Provide coaching to Mentees on a particular skill set
- Challenge Mentees to move beyond their comfort zones
- Provide confidential assistance to Mentees allowing Mentees to discuss work related issues and other issues or concerns
Role of Mentee

• Perform a self-assessment: What skills do you need or what to acquire? Where do you want to go in your career?
• Make a serious effort to set career goals and achieve them
• Commit your time to working toward your goals, in addition to the official time for the mentoring relationship
• Commit to take the initiative to foster a positive and honest relationship with your Mentor
• Be open to learning about new ideas
• Follow through with your Mentor
• Actively participate
• Listen to your Mentor’s suggestions, evaluate them, and take action
Benefits of Involvement

• **For the Mentor**
  - Shaping the future of court management professionals
  - Personal satisfaction
  - Reviewing own strengths and weaknesses
  - Learning from the Mentee
  - Enhanced reputation and professional identity

• **For the Mentee**
  - Guidance from a seasoned court professional
  - Learning more about the NACM organization
  - Objective feedback on skills
  - Increased career satisfaction
  - Enhanced reputation and professionalism
  - Increases career network opportunities

• **For NACM**
  - Assists new members settle into the organization
  - Communicates the values, vision and mission of the organization
  - Supports involvement and progression within the organization
  - Enhances member satisfaction and retention

“Committed to Excellence”
Testimonials

Mentor Perspective
Mark Weinberg
Two Time Mentor

Mentee Perspective
Sarah Couture
Current Mentee

“Committed to Excellence”
Characteristics of Mentors and Mentees

**Mentors**
- A minimum of 5 years of service in court administration;
- A reputation for competence and ethical and professional conduct.
  Sample qualities include:
  - Considered a “go to” person;
  - Integrity;
  - Dependable;
  - Reliable;
  - Quick to listen;
  - Slow to speak;
  - Slow to anger (even tempered);
  - A good teacher;
- Respectful;
- Consistently demonstrates patience;
- A sincere desire to mentor;
- Willing to commit to a one-year mentoring relationship;
- An experienced problem solver;
- A member of NACM at least 2 years;
- Commitment to NACM and its core values and mission.

**Mentees**
- A NACM member in good standing
Application Process

NACM Website: