

EDAM Mentor/Mentee Program

The mission of EDAM is “To champion economic development in Minnesota through professional development, networking, and advocacy.” One tool EDAM provides to assist in realizing the mission statement is through the Mentorship program. This program is designed to leverage one another’s strengths and experiences to continue to help each other navigate, grow, lead and empower one another toward professional and personal growth.

Benefits of a Mentorship Program:

Mentors:

1. Enhance leadership skills
2. Gratification of supporting someone’s success
3. Keep up to date on emerging trends and issues
4. Deepen the EDAM network

Mentee:

1. Gain access to relevant information and perspectives
2. Deepen network connections
3. Gain confidence in challenging situations
4. Develop new skills and expertise

Program guidelines:

1. 1-year commitment
2. Completed application required each year
3. Mentorship subcommittee will match Mentors/Mentees based off of line of work and applicable experiences
4. A program survey must be completed at the end of each calendar year
5. Mentee/Mentor are encouraged to connect in person at EDAM events and conferences if possible
6. Mentees shall provide a list of professional development goals they have at the beginning of the year, to which the Mentor can provide assistance and feedback to the Mentee in achieving
7. If requested, Mentors will provide the Mentee’s with an assessment of areas they believe the Mentee excels in professionally, as well as areas the Mentor can improve

Expectations for relationship between Mentor/Mentee:

1. Mentee will be responsible for scheduling calls or in-person meetings with Mentor
2. Mentors/Mentees meet at least once every other month, if not once a month
3. Mentee shall seek to attend Building Your Toolbox webinars and EDAM U events to then discuss with their Mentor

Mentorship best practices:

1. Be an active listener
2. Take time to get to know one another
3. Maintain confidentiality
4. Reflect on own practices, challenges, successes
5. Derive satisfaction from helping someone else
6. Provide open, honest, and respectful feedback and exchanges
7. Let go of judgements and preconceived notions
8. Ideas to help focus interaction each meeting:
 - a. Mentee prepares 1-2 questions or topics to review with Mentor
 - b. Mentor provides a professional and/or personal growth resource
 - c. Review emerging issues, trends, challenges, opportunities