**IEDA Mentoring Program**

**Developing a Formal IEDA Mentoring Program**

The IEDA is in the process of developing a more formal mentoring program for its members. The redesigned program is one in which IEDA will play an intervening role in facilitating mentoring relationship by providing some level of structure, guidelines, policies, and assurance for starting, maintaining, and ending mentor-mentee relationships.

**Mentoring Program Mission**

The IEDA Mentoring Program will bring education, training and self awareness of professional and personal skills/talents to Idaho Economic Development professionals through relationships charged with building knowledge base, networking, and overall leadership skills.

**The program is designed with the following goals in mind:**

1. Provide the opportunity to develop a mentoring relationship that will inspire personal and professional success, and build leadership skills

2. Provide mentees the opportunity to gain broader perspective in the field of economic development, develop business values, norms, expectations, and behaviors, and how gaining these perspectives can enhance their ability to expand their overall economic development skills

3. Increase morale and job satisfaction

4. Provide statewide networking opportunities for mentor and mentee

5. Aid in retention, recruitment and development of ED professionals in Idaho

**What Is Mentoring?**

Mentoring is best described as a reciprocal and collaborative learning relationship between two (or more) individuals who share mutual responsibility and accountability for helping a mentee work toward achievement of clear and mutually defined learning goals. Learning is the fundamental process, purpose, and product of mentoring. Building, maintaining, and growing a relationship of mutual responsibility and accountability is vital to keeping the learning focused and on track.

Mentoring is first and foremost a relationship. Stronger alliances, typified by high commitment, open communication, and concern for the welfare of the other partner, contribute to enhanced outcomes.

**Here Are a Few Reasons to Become a Mentor**

* You will be doing something good for others…enjoy the feeling of paying it forward
* You will have the opportunity to pass along the knowledge and information that you have accumulated
* You will help build the IEDA organization
* You will learn new information and develop your own skills…deepening your own understanding of economic development
* You will create positive energy and satisfaction for yourself through the experience of helping someone else grow and develop in the organization
* You may be recognized by your peers…gain greater credibility
* You may improve your own job performance and professional growth
* You can change your mentor’s life…and your own
* You will enhance your own leadership skills
* You can help shape leaders of tomorrow
* It can move you into “generativity” and out of potential “stagnation”
* You can create your own legacy and leave behind a lasting impact
* You will strengthen the lessons you’ve already learned
* You will establish new connections
* You can develop a more strategic perspective
* You may rekindle the passions for the job

If you are interested in being a mentor (or mentee), or if you would be willing to serve on the Mentoring Program Committee, please contact Sari David (admin@ieda.biz) or Steve Fultz (sfultz@cityofcaldwell.org).