

# L.E.A.D. Mentorship Program Overview

## Why We Created the L.E.A.D. Mentorship Program

Successful mentoring programs produce a variety of positive outcomes. For FM REALTORS®, the desired outcomes of the L.E.A.D. Program include:

- Developing the next generation of leadership
- Personalizing the onboarding experience for new emerging leaders
- Transferring institutional knowledge to encourage informed engagement
- Boosting involvement and increasing member retention

## Benefits of Member Mentoring

Mentorship programs can strengthen relationships and provide opportunities for valuable conversations. In turn, these efforts can foster collegiality, rapport, and continued involvement in an organization. A well-designed mentorship program bridges the gap between the leadership's vision for the organization and the members' current understanding of how they can be involved and contribute.

## Mentorship Program Oversight

Successful mentoring programs are supported by dedicated leaders who are passionate about mentorship, actively involved in leadership, and deeply familiar with the organization.

The L.E.A.D. Team and the staff liaison are responsible for:

- Matching mentors and mentees
- Monitoring program progress and making adjustments as needed
- Collaborating with FM REALTORS® leadership and staff to ensure the program aligns with the organization's mission
- Keeping leadership informed of program updates and any issues that arise
- Coordinating with FM REALTORS® staff, Executive Committee, and the Outreach Committee to celebrate mentorship completions at the annual Awards Event

## Mentor/Mentee Criteria

All mentors and mentees must meet specific criteria to qualify for the program.

### **Mentor Criteria:**

- Willing to fulfill the program's one-year commitment, from August to July of the following year.
- Has been a REALTOR® member with FM REALTORS® for at least three years.
- Has served on at least one FM REALTORS® committee.
- Has served in a leadership role for FM REALTORS®, such as Committee Chair, Vice Chair, or Board of Directors member. ***Past Board members are strongly encouraged to apply.***
- Has regularly attended Connections events, trainings, and education sessions.
- Demonstrates an interest in working with new members and sharing information about the FM REALTORS® organization.
- Is open to receiving input and feedback from mentees regarding the FM REALTORS® community and processes, and is committed to providing guidance and support.
- Has a strong understanding of the FM REALTORS® organizational structure, website, available resources, and overall mission.



# L.E.A.D. Mentorship Program Overview (cont.)

## **Mentee Criteria:**

- Willing to fulfill the program's one-year commitment, from August to July of the following year.
- Demonstrates an interest in learning about and becoming involved with FM REALTORS®.
- Is a REALTOR® member with FM REALTORS®.

## **A Successful Mentorship**

Both mentors and mentees have clearly outlined responsibilities, the completion of which will ensure a successful mentorship for all parties involved. Please refer to the **Mentor Checklist** or **Mentee Checklist** for more details.

## **Celebrating Success**

Celebrating the achievements of mentors and mentees helps foster continued engagement and excitement about the program.

- Mentors and mentees will be recognized at the annual Awards Event. The L.E.A.D. Team, Executive Committee, and all participants will be invited to attend.
- The L.E.A.D. Team Chair will coordinate with the Executive Committee and Outreach Committee to plan the celebration. A subcommittee may be appointed if needed.
- A list of participating mentors and mentees will be featured in the FM REALTORS® Weekly Updates email to celebrate their involvement and generate interest for future participation.