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 a Mentor/Mentee 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. Satisfaction of helping someone be successful
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. Application in fall of year with partnering to occur around the first of the year.
3. Fill out a Mentor or Mentee application
4. Mentorship subcommittee will match Mentors/Mentees
5. Participate in one Mentor/Mentee gathering (call or in person options)
6. Complete program survey at the end

Suggested engagements between Mentor/Mentee:
1. Mentee will be responsible for scheduling calls or in person meetings with Mentor.
2. It is suggested that Mentors/Mentees should meet 6-10 times within the one-year period.
3. Joint attendance at EDAM functions
4. The calls/in person meetings should be focused. A few ideas include:
   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

Conversation 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

Mentorship Program Sub-committee:
A subcommittee of the Board and Membership committee will be created to review applications and complete matches between Mentors and Mentees.