



ONGOING MENTOR SUPPORT

Hold workshops and trainings to keep mentors connected and to show them how to enhance their mentoring experience. Before designing such events, survey mentors to ask what types of additional training they think would be helpful.

Potential topics include:

- Adolescent behavior and youth development
- Quick and cost-free activities to do with your mentee
- Mentoring and Diversity
- Effective relationship building
- Communication and conflict resolution
- Bridging the gap between generations
- Values and self-awareness

Training Options:

- Connect with experts in your community to deliver training. Consider contacting personnel from nearby universities and colleges who might have expertise; some may even provide free training. Include a Q&A session at the end of the training.
- Partner with local community agencies that work with your target population to provide trainings.

Attendance Boosters for Meetings and Training:

- Offer refreshments or a simple dinner to entice people to come straight from work to the meeting. Solicit a local deli to provide food. Or, have a themed potluck where your program provides a main dish and volunteers or parents bring side dishes or desserts.
- Offer mentors the opportunity to receive a gift or enter a raffle for their attendance and participation.
- Give mentors a sense of ownership over their meetings by rotating their responsibilities. For example, assign one mentor to bring in a quote for each meeting.
- When selecting dates for future meetings, ask your mentors for their input. Discuss potential dates at a meeting where most mentors are present so they can provide feedback about their availability.

Since people are usually pressed for time, consider cutting back networking meetings to twice a year. Supplement those meetings by sharing relevant information and tips via e-mail, directing mentors to helpful Web sites and other resources. Potential resources to provide to mentors can be found on The Mentoring Partnership of Southwestern PA website or mentoring.org.

Thank mentors regularly, and recognize their contributions and successes at some point during each year of the match relationship.

Courtesy of MENTOR/National Mentoring Partnership, Online Community Forum, 2003.