Professional Mentorship Panel Presentation

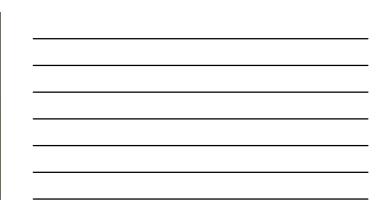
Why mentorship discussion?

Critical need:

- ▶ New instructors
- ► Support existing staff -various roles
- ► Train & retain volunteers
- ▶ Prepare tomorrow's industry leaders

Look at variety of mentorship perspectives

- ▶ Volunteers
- ▶Staff
- ► New Professionals
- ▶The Mentee's Experience



Mentoring Staff, Jeanna Pellino, Operations Dir.

- ▶ Why?
 - ▶ Staff retention / employee satisfaction
 - Improving workplace culture
 - Developing tomorrow's industry LEADERS
- ▶ Begins & ends with compassion/empathy & curiosity
 - Many enter the field with limited professional skills
- Mentorship model
 - Lose the ego it's not about you
 - ▶ Identify individual strengths & opportunities
 - ▶ Model effective communication and professional expectations
 - Provide tools for success -professional development opportunities

Mentoring Volunteers -Lorna Young, Instructor, Former Dir.

- ▶ Effective mentoring = improved experience/ relationship/ higher retention
- ▶ Understanding what volunteers want purpose, $community\ involvement,\ shared\ interest$
- ▶ Build on their strengths
- ▶ Offer learning opportunities
- ▶ Provide clear expectations
- ▶ Respect their time
- Acknowledge their value

Mentoring - New Instructors - Sarah Miller, Training & Ed Director

- ▶ Representing our industry
- ▶ Building the instructor toolbox
 - ▶ Provide the confidence & skills for success
- ▶ Setting expectations and objectives
- ► Problem solving
 - ▶ What to do when you hit a roadblock
 - ▶ Knowing when to dial it back or provide increased challenge
- ▶ Having the hard conversations
- ► Tips for success

Being Mentored -	The Experience
- Chelsea Bourn,	Program Dir.

- ► Clear Expectations
 - ▶ Timelines
 - ► Responsibilities
 - ▶ Boundaries/preferences
 - ▶ Goals
- ▶ Open Communication

 - Needs as a mentee/learner
 Areas for growth and opportunity
- ▶ Personal reflection
 - ➤ You only improve as much as you're willing to- it will be HARD
 - There is always more to learn

 It's NOT just about teaching riding skills
- ► Action
 - Troubleshooting and problem solvingApplying feedback

