

NACM Mentorship Program

HOW?

A HOW-TO IMPLEMENTATION GUIDE FOR CHAPTERS
2019 CFDD

A mentorship program is a structured way to facilitate intentional connections within your Chapter, that lead to growth opportunities. These relationships create learning, networking, and development opportunities for your members. Each mentorship implementation program is unique to the Chapter that is implementing it. Your chapter may be filled with new members, or your Chapter may be seeking more networking opportunities, or perhaps your members are looking for ways to gain more industry experience.

We have created a simple outline and some questions to help your Chapter get started in implementing the Mentorship Program into your local CFDD Chapter.

Our group wants to mentor others so that...
we can attract young people into our industry
and chapter.



- Review the student mentor “Wanna Bee” program that offers ideas, suggestion and implementation strategies.
- What are the key objectives that your chapter would like to accomplish in first year of the mentoring program?
- Who will be responsible for implementing the program?
- What will be the role of the mentor?
- How will progress be monitored

Our group wants to mentor others so that...we can develop our members that are new to, or re-entering the industry.



- Review the “Busy Bee” program that offers ideas, suggestion and implementation strategies.
- What are the key objectives that your chapter would like to accomplish in first year of the mentoring program?
- Who will be responsible for implementing the program?
- What will be the role of the mentor?
- How will progress be monitored

Our group wants to mentor others so that...we can retain and continue to develop our seasoned industry professionals.



- Review the “Honey Bee” program that offers ideas, suggestion and implementation strategies.
- What are the key objectives that your chapter would like to accomplish in first year of the mentoring program?
- Who will be responsible for implementing the program?
- What will be the role of the mentor?
- How will progress be monitored

Implementing a mentorship program in Chapter will have the greatest chance of success when the goals and expectations are clearly defined.

See the example below of the Triangle CFDD Chapter's current working mentorship program implementation process and expectations they wrote out in the spring:

"The Triangle CFDD wants to attract college students to the industry so that we can pass on knowledge and remain innovative. Sam Harrison and Travis Newkirk will go out and speak with students that are in financial programs about the resources the CFDD provides. Our chapter wants to create opportunities for our seasoned members to share their industry knowledge with a new generation of industry professionals. We also want the fresh perspective and social media assistance that a college student can provide our chapter. Sam will implement the program, and our board director Frank Hiltz will partner with mentee that we bring in. Our chapter feels that it can only handle two students per semester. The role of the mentor and mentee will follow the defined guidelines in the college mentorship program. Each month Frank, Sam and Travis will report to the group any updates, with the students providing a presentation each May. Then our group will evaluate and make any changes or improvements. "