

# LIONS MENTORING PROGRAM PLANNER



LEVEL FOUR: *REPLICATION*

**“Few things help an individual more than to place responsibility upon him, and to let him know you trust him.”**

**Booker T. Washington**

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Congratulations on your continued achievement! You have successfully progressed through the first three levels of the Lions Mentoring Program, and are now ready for the final leg of your journey – LEVEL FOUR: REPLICATION.

This LEVEL FOUR: REPLICATION Planner is written with both the Mentoring Lion and the Protégé Lion in mind. To you, the Mentoring Lion, it explains the type of information that must be clearly communicated to your Protégé and how that information might best be conveyed. To the Protégé, it details your goals, suggested timeframe and required reporting responsibilities.

Both of you have chosen to embark on an exciting journey of development as a Lion. Any journey benefits from a map or signposts along the way, to remind travelers how far they have come and to remind them of where they are going. Figure 1 (page 5) illustrates where you are on the Lions Mentoring Program map. Each level of the program has specific tasks and goals to be attained. This planner outlines those accomplishments for LEVEL FOUR: REPLICATION.

*If you have questions about the Lions Mentoring Program, or need another copy of the Mentorship Guide (MTR-5), please contact the Membership Operations Department at Lions Clubs International Headquarters by phone at 630-571-5466, ext. 355; or by e-mail at [lionsmentoring@lionsclubs.org](mailto:lionsmentoring@lionsclubs.org) to obtain your copy.*



## LEVEL FOUR: REPLICATION – GOALS

This fourth and final level of the Lions Mentoring Program concentrates on the Protégé Lion's role in developing others. As a Protégé Lion, you have been a member most likely for three or four years. The Mentoring Lion for this phase has met all the requirements of previous levels, has served as club president, held district office, has received an Extension Award or is a Key member and has attended an area forum or international convention.

LEVEL FOUR: REPLICATION stresses long-range growth activities that prepare the Protégé Lion for a leadership role within the association. Completion of LEVEL FOUR goals will generally take 2-4 years. LEVEL FOUR goals are:

- Hold office of Club President.
- Obtain an advanced Membership Key.
- Give at least one orientation briefing to new club members.
- Participate in club extension by forming (or assist with forming) one of the following: A new club, Club Branch, New Century Lions Club, Campus Club, Leo Club, Lioness Lions Club, or other club type (Please circle your achievements).
- Attend constitutional area Leadership Forum or Senior Lions Leadership Institute or International Convention.

## LEVEL FOUR: REPLICATION – PLANNING

As with the first three levels of the Lions Mentoring Program, clear communication continues to be vital to the success of your mentoring partnership. Together, you should decide on a plan to attain the goals for LEVEL FOUR: REPLICATION. A LEVEL FOUR: REPLICATION Planning Form (pages 7 & 8) is provided to facilitate your plan. Items to be determined include:

- How often, when and by what means you will communicate.
- Which goal you will tackle first and how.
- Which steps will be taken and by when.
- What resources should be tapped to attain your goals.
- How will progress be measured.

Your LEVEL FOUR: REPLICATION Planning Form is a tool designed for both Protégé Lion and Mentoring Lion. This clearly written plan will serve as your personal “how to” manual as you work together to attain your LEVEL FOUR goals. You may refer back to this document throughout your partnership to ensure you are on track, or to make adjustments to your action plan as you see fit. This Planning Form will also serve as confirmation of your commitment to succeed!

## LEVEL FOUR: REPLICATION – RESOURCES

Lions Clubs International offers a number of publications and videos that may be helpful as you work to accomplish the goals of the fourth level. A listing of many materials available from Lions Clubs International can be found in your Club Supplies Catalog. Publications can also be obtained by contacting the Membership Operations Department at Lions Clubs International Headquarters. Suggested reference materials for LEVEL FOUR include:

*Club Officer's Manual:* This is the complete guide to successfully managing a club.

Appropriate Committee Chairman Guide.

The various membership program guides and brochures will provide information about individual LCI programs.

The Lions Clubs International Web-site offers a wealth of information about our association. To answer specific questions, learn about programs and activities, or to see what new reference material may be available, you are encouraged to visit the site at [www.lionsclubs.org](http://www.lionsclubs.org).

## LEVEL FOUR: REPLICATION – REPORTING

A LEVEL FOUR: REPLICATION Achievement Form is furnished to track your progress. As each LEVEL FOUR goal is attained, simply check off that area of knowledge or achievement. This form provides a clear and concise way to measure your development, and to observe the results as your mentoring partnership evolves. In addition, this is your LEVEL FOUR “road map,” acting as a guide to focus your efforts and attention on areas yet to be mastered.

Upon attainment of all goals, your completed LEVEL FOUR: REPLICATION Achievement Form (page 9) with all signatures in place, must be presented to the club Secretary and a copy maintained in your club's membership files.



## LEVEL FOUR: REPLICATION – RECOGNITION

Successful Mentoring Lions and Protege Lions are awarded the handsome lapel pins you see here, accompanied by certificates of achievement. Together, they bestow deserved recognition upon truly unique Lions.



Mentoring Lion  
Lapel Pin



Protege Lion  
Lapel Pin

When your club Secretary receives the completed Achievement Form, he or she should notify the appropriate parties to arrange for club recognition and a celebration of your continued success. Take this opportunity to share your experiences with the Lions Mentoring Program and to acknowledge your continued growth as a Lion. In addition to celebrating your accomplishment with your club, your outstanding achievement will be honored at the district level.

As partners in the Lions Mentoring Program, both the Protégé Lion and Mentoring Lion should take a great deal of pride in your accomplishments. This journey has been a long one, but no doubt it has been extremely gratifying. Pause for a moment to reflect on how far you have come, and what you have learned along the way. Both of you have made a tremendous contribution to the health and vitality of the association and to your personal development. May you continue on this path of learning and growth.

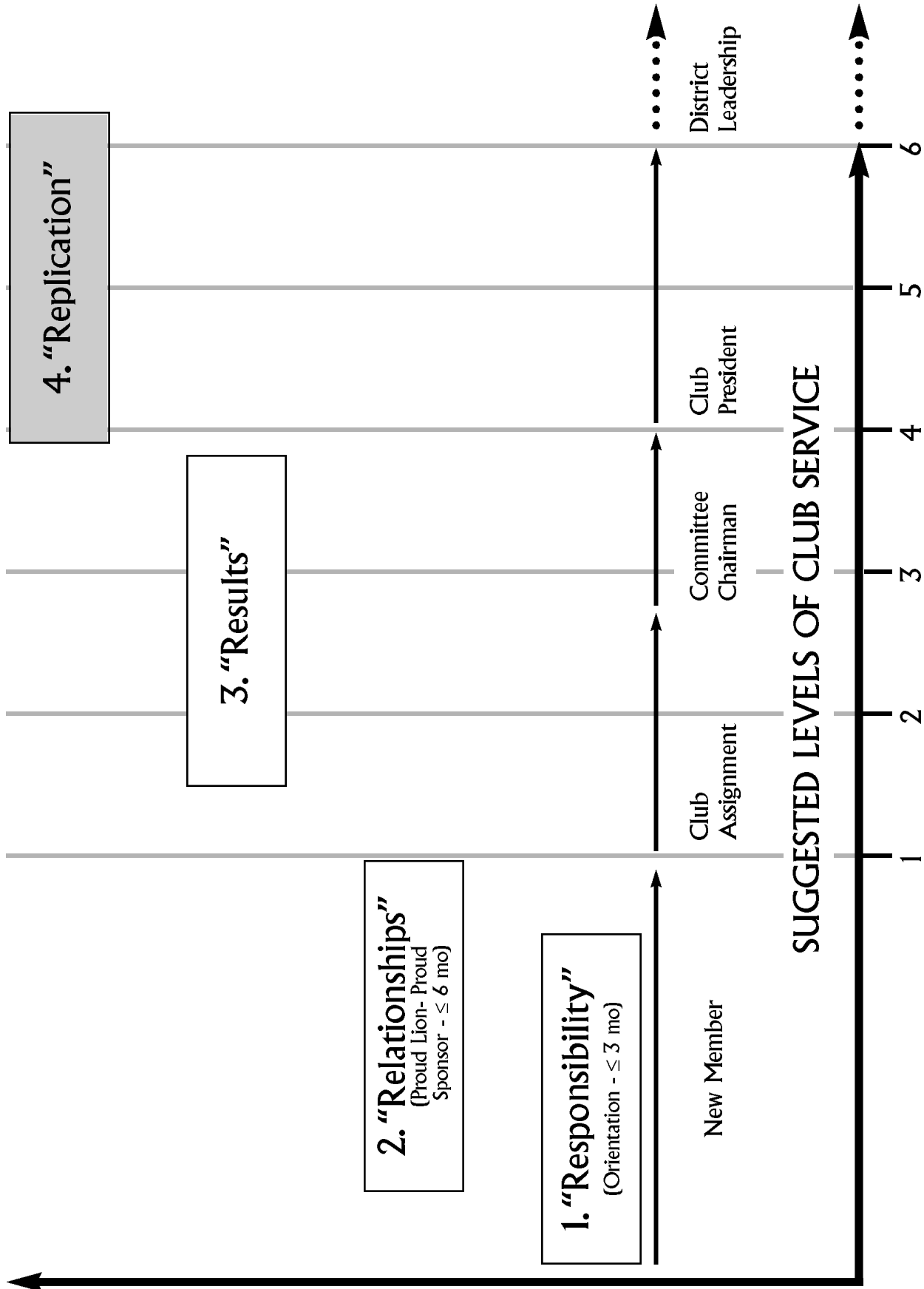
**Congratulations to both of you!**

Figure 1

# LIONS MENTORING PROGRAM

## LEVEL 4 - REPLICATION

MENTORING  
LEVEL



**2. "Relationships"**  
(Proud Lion- Proud  
Sponsor - ≤ 6 mo)

**1. "Responsibility"**  
(Orientation - ≤ 3 mo)

**3. "Results"**

**4. "Replication"**

New Member

Club  
Assignment

Committee  
Chairman

Club  
President

District  
Leadership

## SUGGESTED LEVELS OF CLUB SERVICE

1 2 3 4 5 6  
YEARS



# Lions Mentoring Program

## Planning Form

### **LEVEL FOUR: *Replication***

Protégé Lion \_\_\_\_\_

Mentoring Lion \_\_\_\_\_

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Consistent, clear, frequent communication is critical to an effective mentoring partnership. To ensure success, Mentoring Lion and Protégé Lion will communicate according to the following plan (include method of communication, frequency and schedule, place, etc.):

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**LEVEL FOUR GOALS** (refer to LEVEL FOUR Planner for goals to be achieved in LEVEL FOUR):

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Steps to take to achieve stated goal:

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Mentoring Lion's suggestions/recommendations for stated goal:

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# Lions Mentoring Program

Planning Form (continued)

## **LEVEL FOUR: *Replication***

Steps Protégé Lion will take before next meeting with Mentoring Lion:

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Resources required to achieve stated goal:

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Progress will be measured by:

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Our next meeting is scheduled for:

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Date Discussed: \_\_\_\_\_

**Please make copies of this form as needed to plan how you will achieve each LEVEL FOUR goal.**





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