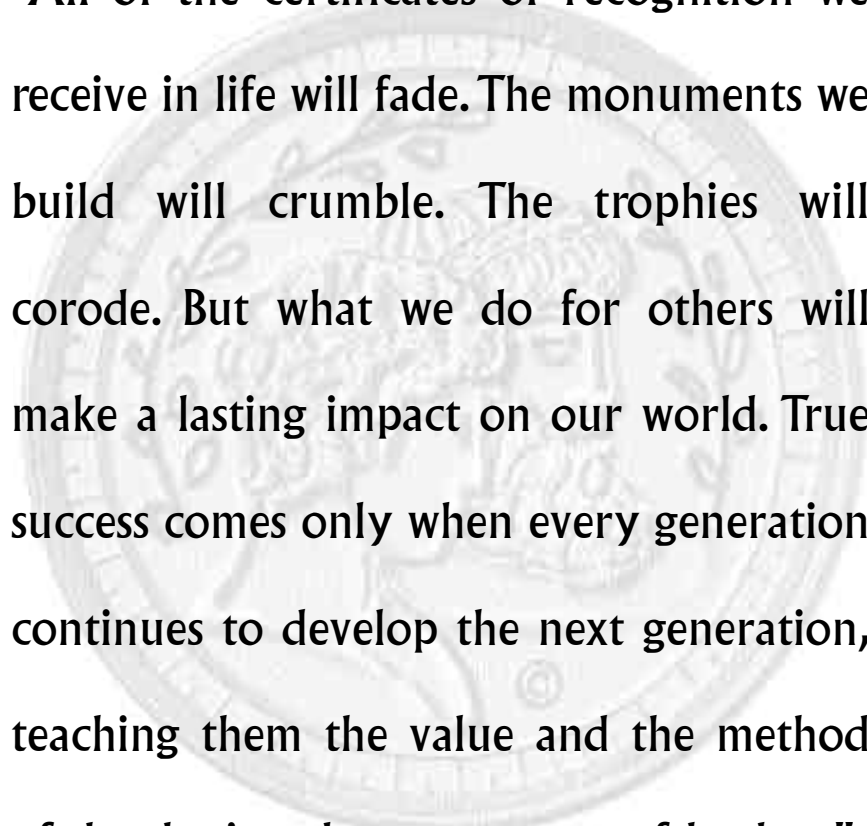




LIONS MENTORING PROGRAM

MENTORSHIP GUIDE



“All of the certificates of recognition we receive in life will fade. The monuments we build will crumble. The trophies will corrode. But what we do for others will make a lasting impact on our world. True success comes only when every generation continues to develop the next generation, teaching them the value and the method of developing the next group of leaders.”

John C. Maxwell
Developing The Leader Within You



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OFFICIAL PUBLICATION OF LIONS CLUBS INTERNATIONAL

Welcome

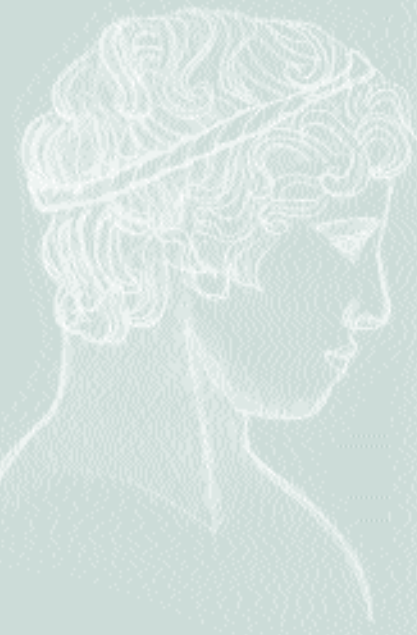
The word “welcome” may seem a somewhat unusual way to begin a user’s guide. We chose the word deliberately to suggest the open,helpmate connection that the two of you – Mentoring Lion and Protégé Lion – are about to make.You will learn more about your roles as Mentoring Lion and Protégé Lion later in this Guide. For now, think of one of you as the pathmaker (Mentor) and one as follower (Protégé).You are both embarking on a journey into the world of Lionism that will make you better individuals,better Lions.This Guide is written for both of you.

Over the next several pages, the Guide will explain what mentoring is, the roles each of you play, the benefits to each of you,and how the Lions Mentoring Program is organized into four progressive Levels of accomplishment.Much of what you see and absorb here comes to us from the rapidly growing, worldwide field of professional mentoring (an International Mentoring Association already exists). Credit will be given as appropriate.

A special thank you goes to Sid L. Scruggs, III, Lions International Director 2000-2002, whose interest, leadership, and perseverance gave rise to the Lions Mentoring Program as it stands today. In the process, he mentored many to achieve his vision.

Extension and Membership Division
Lions Clubs International





1. All About Mentoring

It's probably easy for you to recall someone who has had a significant impact on your life. A teacher who gave you the skills to solve mathematical problems or to write an essay – a coach who corrected your swimming stroke or cheered when you finished a race and inspired your lifelong love of sport. It is this type of relationship that is the essence of mentoring. The term mentoring encompasses the idea of apprenticeship strengthened by a relationship between a teacher and a student. The process of learning from such a mentor is known as *mentoring*.

The word “mentor” is taken from *The Odyssey*, written by the Greek poet Homer. The story tells us that Odysseus (also known as Ulysses in the Latin translation) is planning to go to battle in the Trojan War.

As he makes his preparations, however, Odysseus realizes that his heir, Telemachus, is not trained to act in the role of King during his absence. Odysseus turns to Mentor, a wise and trusted family friend, who agrees to tutor Telemachus while Odysseus is away.

Selecting Mentor, known to be wise and compassionate, for the job of training Telemachus was an appropriate and well-considered choice. Odysseus recognized how important these qualities, wisdom and compassion, would be in the important task of preparing his heir for the challenges of kingship.

“Mentoring” – as the word has come down to us through the ages – epitomizes relationships that provide for the exchange of information and knowledge – and which are built on a foundation of trust, truth, and compassion.

Mentoring Lion

Just as Mentor prepared Telemachus for the role of King, a Mentoring Lion is a trusted counselor, a guide, a coach and catalyst who interacts directly with a Protégé Lion and helps him or her learn skills, gain knowledge and grow in competency.

A mentor passes on wisdom of experience to prepare another for service. This transfer of knowledge helps the one being tutored to learn things he or she may not have learned as quickly on their own or not learned at all. Mentoring also provides for preserving tradition and building a legacy. A mentor must be willing to walk alongside that person and help him or her as long as that person is willing to learn and grow.

An effective Mentoring Lion has the following traits:

- Possesses valuable Lions knowledge and experience and is willing to share it.
- Is dedicated to and enthusiastic about Lions Clubs International and its goals.
- Is a respected and ethical leader and role model.
- Communicates skillfully by actively listening, requesting clarification and elaboration, and providing positive and constructive feedback.
- Creates with the Protégé Lion a relationship of trust, openness, honesty, sensitivity, confidentiality and mutual respect.
- Allows the Protégé Lion visibility, autonomy and challenges, and also holds him/her accountable for his/her actions and decisions.
- Holds broad and flexible ideas on individual and organizational development.
- Encourages shared responsibility and partnership in the mentoring process.

Protégé Lion

A Protégé Lion is any member – entirely new or already part of the association – who seeks training and development with the objective of growing in skills and responsibility as a Lion. Under the guidance and instruction of a Mentoring Lion, a Protégé Lion advances in skills and confidence and is committed to taking action in response to what is learned.

One organization with extensive experience in mentoring, the U.S. Coast Guard, suggests that good candidates for becoming a successful protégé are:

- Competent
- Credible
- Ambitious
- Eager to Learn
- Loyal
- Candid
- Positive
- Good Listeners
- Team Players
- Able to Keep Confidences
- Responsible

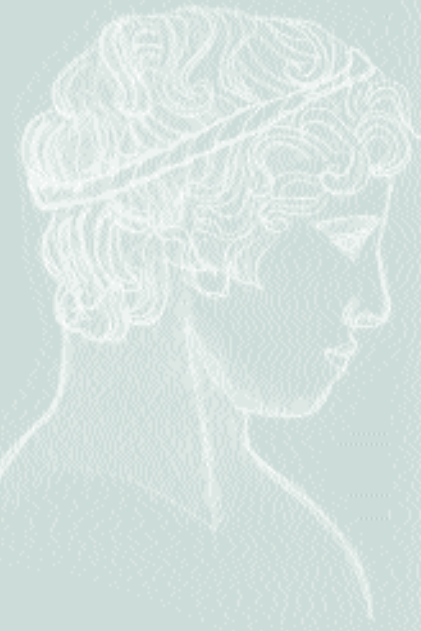
Applying the U.S. Coast Guard mentoring principles to the Lion model, that organization might suggest that in order to have a successful and satisfying relationship with a Mentoring Lion, the Protégé Lion should:

- Have a strong desire to be a part of a Mentoring Lion-Protégé Lion partnership.
- Understand and be able to communicate goals and objectives with the Mentoring Lion.
- Take responsibility for meeting goals.
- Be willing to accept both positive feedback and constructive criticism and make adjustments where needed.
- Be open to trying new things and taking chances.
- Periodically review and assess the progress of the mentoring relationship and make appropriate adjustments where needed.

Mentorship: Five Ways to Succeed

Since the Mentoring Lion and the Protégé Lion have an enormous impact on the resulting partnership, each mentoring partnership will evolve in its own unique way. However, there are some common characteristics to be found in successful mentor-protégé partnerships. Chief among the characteristics for a successful and satisfying mentor-protégé relationship is the dedication and enthusiasm of each partner. In addition, the following have been found to be essential to successful mentoring relationships:

- **Mutual Respect:** Both parties in a mentoring partnership must show respect for themselves and for their partner. The Protégé Lion should acknowledge and accept the knowledge and abilities the Mentoring Lion possesses from years of experience. Simultaneously, the Mentoring Lion must recognize and appreciate the Protégé Lion's desire to develop his or her commitment to the association. To help foster this mutual respect, both partners should recognize and celebrate their successes on the mentoring journey.



- **Trust:** Trust is essential between the Mentoring Lion and Protégé Lion. Those working together with the benefit of open and honest communication, reliability, consistency and a sense of loyalty will experience the greatest degree of success.
- **Relationship Building:** The mentoring process is a journey of knowledge and growth, and as such, there may be some obstacles along the way. In order to minimize these obstacles, both the Mentoring Lion and the Protégé Lion must communicate clearly and frequently to develop a firm, reliable comprehension of goals and expectations. As problems arise, they should be addressed immediately and handled appropriately. The partnership's decision-making should be thoughtfully considered before proceeding.
- **Realistic Self-Assessment:** Realistic assessment of abilities and expectations of the relationship are other keys to success in a mentoring connection. The Mentoring Lion should encourage the Protégé Lion to make an honest analysis of his or her current capabilities, the amount of time and energy he or she expects the Mentoring Lion to commit to the partnership and what the Protégé must contribute to further his or her own development. In turn, the Mentoring Lion should provide honest, constructive feedback to the protégé's analysis. At the conclusion of this step, both the mentor and protégé will have a firm understanding of the boundaries and requirements of the relationship.
- **Time:** A successful mentoring partnership requires time and attention. It is essential to schedule a regular, uninterrupted block of time for meetings, conversations or e-mails. It is also an excellent idea for both partners to "check in" informally between scheduled meetings or conversations.

2. Lions Mentoring Program

Now that you are more familiar with the concept of mentoring, we'll turn directly to our own Lions Mentoring Program.

The Lions Mentoring Program has been created to help every member worldwide achieve the goal of better serving his or her community.

It is also geared toward helping members realize the potential that their unique skills and knowledge offer, and toward gaining the confidence and abilities to assume leadership roles within their clubs and the association.

What value is knowledge – gained through hard work and experience – if it is not passed along to others?

As Lion members seek to serve their communities and contribute toward a spirit of understanding among all people, each could benefit from the wisdom of experience of others who are following the same path or who have trod it before them.

The Lions Mentoring Program establishes a framework that will enable members to learn from each other, reach individual goals, grow in leadership skills, build stronger relationships, and contribute toward more vibrant clubs that succeed in reaching the ultimate objective: helping others.

Objectives of the Program

It would not be surprising if mentoring is already taking place on an informal basis within your club. Members with common goals or interests are likely to make contacts and form friendships that allow for an exchange of information and support.

The Lions Mentoring Program formalizes this process, outlines and illuminates the steps of successful mentoring, offers ideas and ways to build on these already significant relationships and rewards participants.

The results are seen in stronger relationships and in stronger clubs. History confirms that associations, organizations, and businesses that take the step of establishing mentoring programs benefit by developing members who are prepared – just as Telemachus was trained – to become effective leaders.



The Four Levels

Any journey benefits from a map or signposts along the way that show travelers how far they have come and reminds them of where they are going.

The Lions Mentoring Program provides four Levels of mentoring – each with specific tasks and goals and a defined time during which they are to be reached.

Both Protégé Lion and Mentoring Lion agree and understand that they are working toward the common goal of increasing the Protégé's competency and ensuring that the Protégé will be ready to assume ever-increasing roles of responsibility and leadership. These Levels require Protégé Lions to achieve observable, measurable goals.

Four Levels of mentoring are utilized in the Lions Mentoring Program. The Levels are:

One: “Responsibility”

Two: “Relationships”

Three: “Results”

Four: “Replication”

These Levels are tailored after those developed by author John C. Maxwell in his authoritative book, *Developing the Leader Within You*. The four Levels provided by the Lions Mentoring Program are summarized here in ascending order of competency:

- **Level One: Responsibility** – Level One is devoted to developing an understanding of who the Lions are, their vision of humanitarian service, the traditions, the organizational structure and the responsibility of being a Lion member. This initial level of the Lions Mentoring Program is directed by the new member's sponsor. This phase will include the new member's orientation and should be completed in the first three months of membership. The orientation conveys the association's history to participating Lions along with knowledge about programs and services offered by the association.
- **Level Two: Relationships** - The requirements at this mentoring phase are to develop relationships and organizational skills in preparation for leadership at the club level. Emphasis is placed on teamwork. During Level Two the new member's sponsor plays a proactive role with the sponsored Lion (Protégé Lion) by way of the Proud Lion/Proud Sponsor Program. The sponsor (or designated Mentoring Lion who has previously been



a Proud Sponsor and/or holds a Membership Key) will guide these first two Levels. Level Two should be completed within six months of the Protégé Lion's join date.

- **Level Three: Results** - The third Level concentrates on leader-manager skills. Failure to produce results in completing a task usually is because individuals do not know what they are supposed to do, they do not know how to do the task, or they do not know why they should do the task. This phase will demonstrate not only what and how, but why. The "Results" Level will focus on community projects and programs that provide useful and needed humanitarian service. Completion of Level Three will provide a stepping-stone for the Emerging Lions Leadership Institute and for accepting a leadership role within the club. The designated Mentoring Lion for Level Three must meet the same requirements as for Levels One and Two, plus the added experience of having successfully chaired a club committee or held a club office, or completed the Certified Guiding Lion Program. The emphasis of Level Three is upon developing accountability for results.
- **Level Four: Replication** – This is the final Level of the Lions Mentoring Program and will concentrate on the Protégé Lion's role in developing others. This phase of mentoring is based on a commitment to develop leaders who will provide ongoing growth for the association and for humanitarian service. Level Four ensures long-range growth and can serve as a basis for leadership within the district structure and for participation in the Senior Lions Leadership Institute. This phase can be augmented with additional training at district-level and at area forums. The designated Mentoring Lion at this Level must meet all of the requirements for Level Three, and must be an advanced Key member or recipient of an Extension Award, have been a past club president, a past district officer and an attendee at an area Leadership Forum, or Lions Leadership Institute and an International Convention. The emphasis at this Level is to develop and expose key leaders to growth opportunities and advanced leadership positions.

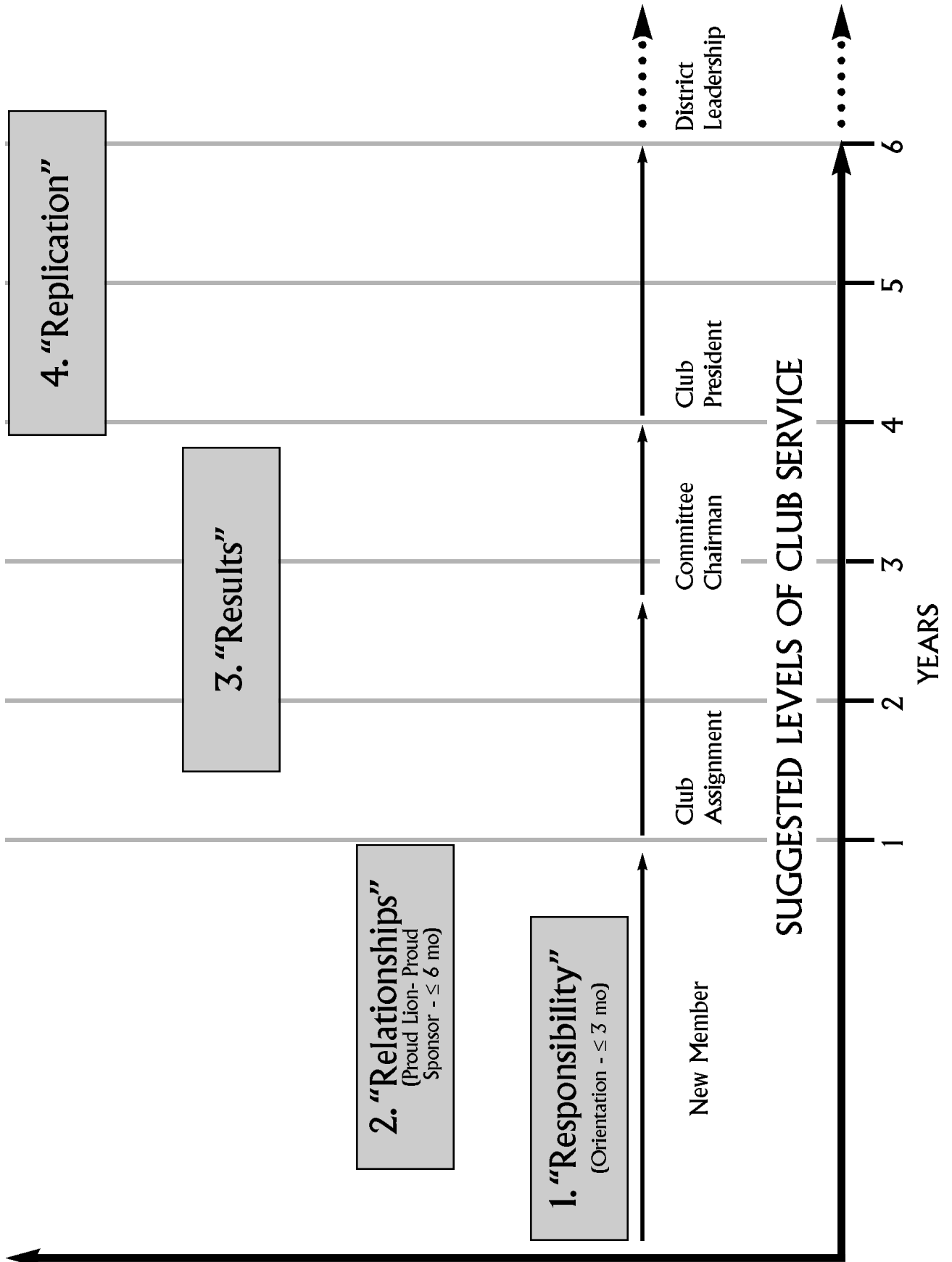
All four Levels are positioned in the Lions Mentoring Program framework by Figure 1 on the next page. Here, the diagram will show the general relationship between each Level, time required, and progression of activity.

Normally, a new member would progress through each Level in sequential order (Level One, Level Two, etc). Existing members, who have been Lions for a year or more, may begin mentoring at Level Three providing they are able to claim equivalent knowledge and experience as specified for Level One ("*Responsibility*") and Level Two ("*Relationships*").

Figure 1

LIONS MENTORING PROGRAM

MENTORING
LEVEL



SUGGESTED LEVELS OF CLUB SERVICE

YEARS



3. The Four Levels Up Close

As the Mentorship Guide pointed out earlier, each Level requires the Protégé Lion to achieve observable, measurable goals under the guidance of the Mentoring Lion. These goals were carefully selected in concert with Lions worldwide to be relevant and beneficial to the competencies and development of you, the Protégé Lion.

Take a close look at Figure 2, on the next page, which details accomplishment goals for each Level along with completion times, and recognition awards. Each Mentoring Lion and Protégé Lion should both become equally knowledgeable about the goals and timing for the specific Level they are working on.

Who Mentors at Each Level?

Not surprisingly, abilities and skills needed by the Mentoring Lion will change with each Level. In addition to general traits required for conducting oneself as an effective mentor, the Lions Mentoring Program prescribes Lions with these qualifications at each Level:

- **Level One: Responsibility** - Normally the Protégé's sponsor takes on the role of Mentoring Lion. If this is not possible, the club president appoints a designated Mentor. Completion of Level One should occur within three (3) months of the Protégé's join date.
- **Level Two: Relationships** - This is the Level designed around the Proud Lion/Proud Sponsor program. Here, too, the Protégé's sponsor may take on the role of Mentoring Lion. If the sponsor is unable to mentor, the club president appoints a Mentoring Lion who, ideally, has been a Proud Sponsor awardee before and who holds a Membership Key. Completion of Level Two should be within six (6) months of the Protégé Lion's join date.
- **Level Three: Results** - Again, the sponsor may fill the role of Mentoring Lion, if qualified. This means having met the requirements for Levels One and Two plus the added experience of having successfully chaired a club committee or held a club office, or completed the Certified Guiding Lion program. The designated Mentoring Lion is appointed by the club president with advice from the Club Membership Chairman. The rate of completion is determined by Mentor and Protégé. Goal attainment for Level Three may require one to three years.

Figure 2

LIONS MENTORING PROGRAM

Levels: Accomplishment Goals

Level One RESPONSIBILITY	Level Two RELATIONSHIPS - PROUD LION/PROUD SPONSOR	Level Three RESULTS	Level Four REPLICATION
I. Orientation - Club - District - LCI Complete within three (3) months from join date	1. Attend club board meeting. 2. Involvement in club service or fund-raising activity. 3. Introduce a prospective new member to the club. 4. Make one visitation to another club; secure a visitation slip. 5. Attend either a Zone, Region, Sub-District, Multiple District meeting, or International Convention and report back to the club. Complete within six (6) months from join date.	1. Assume active role in at least two service activities. 2. Chair a club committee for at least one year. 3. Conduct a community needs assessment. 4. Develop a club service project, or review and give a written assessment of an existing club service project. Present to club's leadership. 5. Attend a club board meeting. 6. Attend a Zone or Region meeting and a District Cabinet meeting. 7. Attend Sub-District, Multiple District or International Convention. 8. Sponsor at least one new member. Completion of Level 3 (approximately 1-3 years) will provide a stepping-stone for a Protégé Lion to participate in Emerging Lions Leadership Institute.	1. Hold office of club president. 2. Obtain an advanced Membership Key. 3. Give an orientation briefing to new club members. 4. Participate in club extension by forming (or assist in forming) one of: (a) a new club (b) a Club Branch (c) a New Century Lions Club (d) a Campus Club (e) a Leo Club (f) other club type as may be developed by LCI at later date 5. Attend constitutional area Leadership Forum or Lions Leadership Institute and an International Convention. Completion of Level 4 (approximately 2-4 years) will provide a stepping stone for a Protégé Lion to participate in Senior Lions Leadership Institute.
Complete within three (3) months from join date	PROUD LION/PROUD SPONSOR pins awarded to Mentor and Protégé upon completion.	Level Three LMP certificates awarded to Mentor and Protégé upon completion.	Level Four LMP certificates and Level Four LMP pins awarded to Mentor and Protégé upon completion.



- **Level Four: Replication** – In this phase, the Protégé Lion may seek a Mentor from within his or her own club, or from another club within the member's zone if necessary. The Mentoring Lion in this case, in addition to meeting the qualifications for prior Levels, should have been a Guiding Lion or Rebuilding Lion, hold an advanced Membership Key or an extension award, and have been a club president and a district officer as well. Also, the Mentoring Lion must have attended a Constitutional Area Leadership Forum or Lions Leadership Institute and an International Convention. Completion rate is determined by Mentor and Protege. Goal attainment for Level Four may require two to four years.

More often than not, because of the Mentoring Lion requirements and qualifications at each Level the Protégé Lion should expect to connect with several Mentors during your progression from Level One through Level Four. This should be seen as an opportunity to broaden knowledge as well as exposure to Lions in leadership positions.

Reporting and Recognition

A job well done brings its own rewards, but it is also nice to be officially recognized for our accomplishments. Here, briefly, is a description of Lions Mentoring Program recognition for each Level (see Level One Planner, Level Two Planner, etc. for more detail).

- **Level One: Responsibility** – The mentoring partners record progress on the Level One Achievement Form and submit it to the club secretary. At the next meeting, their accomplishments are recognized publicly.
- **Level Two: Relationships** – Upon completion (within six months of join date) of Level Two, both Protégé Lion and Mentoring Lion are recognized for their achievements. The Protégé receives a Proud Lion lapel pin, the Mentor a Proud Sponsor lapel pin. The Protégé must record his or her progress on the Level Two Proud Lion completion card. Lapel pins will be forwarded from Membership Operations Department upon club request. In addition, Proud Lion/Proud Sponsor vest pins are available for purchase when earned.
- **Level Three: Results** – This is the first of the two final Levels where the Protégé Lion's club must submit a signed (by Mentoring Lion and club president) completion form to the Membership Operations Department. The information on the form will be entered into the Lions Mentoring Program database. Both Protégé and Mentor receive personalized certificates.
- **Level Four: Replication** – Here, too, the Protégé Lion's club is requested to submit a signed completion form. Information, as with Level Three, will be entered into the Lions Mentoring Program database. Owing to the significance of completing this advanced Level, clubs are encouraged to present both the Level Four Mentoring Lion Pin and Level Four Protégé Lion Pin at a district-level ceremony. The two pins will be forwarded to the Protégé's club by the Membership Operations Department along with notification to the appropriate district governor.

4. Getting Started

Plainly put, the journey starts with you, the Protégé Lion. You must have the hunger to learn, the interest and desire to challenge a Level and master its goals.

The Level Planners

Companions to this Mentorship Guide are Planner booklets for every Level in the Lions Mentoring Program. There is a Level One Planner, Level Two Planner, and so forth. Each Planner covers Level requirements and completion suggestions.

On your own, you as the Protégé Lion should approach your sponsor (or club president, if your sponsor is unavailable) and express your interest in participating in the Lions Mentoring Program and in being paired with a suitable Mentoring Lion.

Once your Mentoring Lion has been designated (and is acceptable to you), you can move ahead quickly:

1. Set up a meeting, preferably face-to-face, where both of you can voice expectations, decide how long and how frequently you will meet, and how you will communicate regularly (telephone, e-mail, face-to-face).
2. Request your Mentoring Lion to obtain one copy of this Mentorship Guide (MTR-5) as well as two Level Planners appropriate for the Level you are considering (see page 17 for a listing of Planners).
3. Work with your Mentoring Lion to devise a plan to accomplish each individual goal. Put your plan in writing, using the Planning Form included in each Lions Mentoring Program Planner, or an alternate format you deem suitable. It is important to have a written plan, so that you and your Mentor are clear on how to proceed and can track your progress together.
4. Agree on a regular time and place to report progress. Initially, it is beneficial to meet as often as once a week at the start.
5. Choose your first goal and take action!





5. Frequently Asked Questions

1. What is the purpose of the Lions Mentoring Program?

The purpose of the Lions Mentoring Program is to have an experienced Lion mentor another club member to develop the club member's knowledge and competence by completing specific tasks. The goal of mentoring should be to prepare and provide quality Lions for participation at the club level and beyond.

2. What is a Mentoring Lion?

A mentor is best defined as one who helps another learn. Mentoring is the act of passing knowledge to another person who would otherwise have learned an activity or skill less well, more slowly, or not at all without the mentor's help, experience and knowledge. The Mentoring Lion acts as a mentor to help develop a Lions club member into a quality, effective Lion.

3. What is a Protégé Lion?

A Protégé Lion is any member – entirely new or already part of the association – who seeks training and development with the objective of growing in skills and responsibility as a Lion. Under the guidance and instruction of a Mentoring Lion, a Protégé Lion advances in skills and confidence and is committed to taking action in response to what is learned.

4. What can Protégés typically expect from their Mentors?

Generally, mentors provide some or all of the following: encouragement, support, honest opinions, candid information and advice, guidance, suggestions, assistance in making good choices, information on opportunities available, help in defining and reaching goals, help in developing a network, idea stimulation and insight into Lionistic career paths.

5. What can Mentors typically expect from their Protégés?

Proteges need to demonstrate a desire to learn, steady effort to gain skills and knowledge and abilities, flexibility, open-mindedness, focus on goals, open communication, responsibility for their own development, ability to receive feedback and look at situations from other perspectives, willingness to try new things and sincere interest in developing as a Lion.

6. Who appoints the Mentoring Lion?

A Mentoring Lion should be designated whenever a member wants to further his or her career as a Lion. At the first Level of the Lions Mentoring Program, the pairing is made with the Lion sponsor. If the sponsoring Lion is not able, the club president may assign a mentor from among experienced and willing members of the club, so long as the recommended Lion meets the qualifications for the Level of mentoring to be accomplished. At higher Levels, a Lion may seek out his or her own Mentoring Lion.

7. Must a Mentoring Lion be a member of the Protégé Lion's club?

It is preferable for the Mentor and the Protégé to be members of the same Lions club. It is mandatory that the Mentor be available to coach, assist and support the Protégé. Each Level of development must be addressed in terms of observable goals to build competence and commitment. By defining measurable goals, the Mentoring Lion will be able to praise progress and build self-assuredness while maintaining the Protégé Lion's interest and enthusiasm.

8. How do the responsibilities of a Sponsor differ from those of a Mentoring Lion?

Before extending an invitation to join a Lions club, the Sponsor of any new Lion attests that the candidate is morally, socially, and financially responsible and, in his or her estimation, will become an active member and will support the Lions' Objects and Ethics. The Sponsor also pledges personal interest in this Lion's development and involvement with the principles of Lions Clubs International. Every Lion should be actively recruiting quality members. However, not every Lion may have the experience to mentor another Lion beyond the early Levels of the program.

A Mentor shall be selected as an experienced and dedicated Lion who has served in various capacities as a Lion. The Mentor must be willing and capable of developing another Lion club member's competence and commitment by providing experiential direction, coaching and support to prepare that member to accept various roles in the organization at the club level and beyond.

It is understood that competence is a function of knowledge and skills, which can be gained from education, training and experience. Commitment is a combination of confidence and motivation, which can be developed through proper coaching and support.

Realizing that people are instructed by reason, but inspired by *passion*, it is crucial for the Mentoring Lion to demonstrate passion, spirit and enthusiasm as well as knowledge to develop a member to his or her fullest potential. The Mentoring Lion is responsible for development beyond that provided by the sponsor.

9. Can there be more than one Mentoring Lion in a club?

Yes, as long as each meets the requirements for the appropriate Level of the Lions Mentoring Program.

10. Can a Lion be a Mentor and a Protégé at the same time?

Yes. Lions at different experience Levels have different developmental needs and interests. For example, a Lion may be a Level One or Level Two Mentor, guiding a new member through orientation and the Proud Lion/Proud Sponsor program. At the same time, this Lion can be another Lion's Protégé, being mentored at Level Four.

11. How is progress reported?

The Mentoring Lion and Protégé Lion submit completion forms as required for each Level of the Lions Mentoring Program.

12. If a problem develops during the program, who should be contacted?

The problem should be discussed with another mentor or the club president, district governor, or, if needed, the Membership Operations Department of Lions Clubs International.

13. Is there recognition for successful completion of the Lions Mentoring Program?

Yes. Recognition and awards increase with each Level completed in the program.





14. How do Mentoring Lions benefit from a mentoring connection?

Personal satisfaction – Mentors feel a sense of pride by helping Protégé Lions progress. They feel they are giving back some of what Lions Clubs International has given to them.

Sharpened leadership and interpersonal skills – Mentors sharpen their own skills as they coach and challenge their Protégés.

Recognition – In addition to earning awards, good Lion Mentors are well respected at all Levels.

Information – Often, Mentors receive feedback and fresh ideas from their Protégés. Protégés offer insight about how the association is perceived.

Leadership advancement – Assigning Lion Protégés to projects can build the Mentor's reputation for getting things done, and developing others to follow the Mentor's example can help the Lion Mentor advance into leadership positions.

Legacy – Mentors gain satisfaction from passing their experience and insights on to the next generation of Lion leaders.

15. How do Protégé Lions benefit from a mentoring connection?

Motivation – Protégés feel more motivated since a superior and the association are both interested in their development and success, and are willing to invest in them.

Knowledge and new skills – Protégés learn from the experiences of Lions leaders.

Accelerated advancement – Protégés participate in customized training, which leads to personal development and Lionistic leadership opportunities.

Networking – Protégés cultivate valuable contacts within and outside their Lions clubs.

Feedback – Mentors provide constructive feedback on actions, behaviors, and decisions.

Support – Help with setting and achieving Protégé goals is readily available.

16. How does the Lions Mentoring Program benefit Lions Clubs International?

Retention – Mentoring improves retention and builds loyalty among Lions Clubs International members.

Legacy – Mentoring preserves and perpetuates the traditions and creates a legacy for future leaders.

Leadership Pool – Mentoring identifies and trains the next generation of leaders.

Quality – Mentoring raises a Lion's skill level with a shorter learning curve.

Diversity – Mentoring promotes a variety of leaders, work styles, and thinking patterns.

Productivity – Mentoring increases individual and association productivity and communication flow.

Involvement – Mentoring encourages and motivates capable Lions to step forward, utilize their mentoring and interpersonal skills, and be highlighted as committed Lions.

6. For More Information...

The mentoring arena encompasses a broad range of learning, motivation and inspiration. It is a concept that may be new to many of you. To become more familiar with the course of mentoring and to enhance your experience as you progress through Lions Mentoring Program, the following resources are recommended:

Lions Clubs International

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Lions Clubs International
300 W 22nd St.
Oak Brook, IL 60521-8842
Tel: 630-571-5466, ext. 355
e-mail: lionsmentoring@lionsclubs.org

Publications

Orientation Guide.....(ME-13)
Lions Mentoring Program Mentorship Guide(MTR-5)
Lions Mentoring Program Planner – “Level One: Responsibility”(MTR-1)
Lions Mentoring Program Planner – “Level Two: Relationships”(MTR-2)
Lions Mentoring Program Planner – “Level Three: Results”(MTR-3)
Lions Mentoring Program Planner – “Level Four: Replication”(MTR-4)

Lions Clubs International Web Site

www.lionsclubs.org

Suggested Reading

Chip R. Bell, *Managers as Mentors* (Berrett-Koehler Publishers, Inc., 1998).

Max DuPree, *Leading Without Power: Finding Hope in Serving Community* (Jossey-Bass/Pfeiffer, 1999).

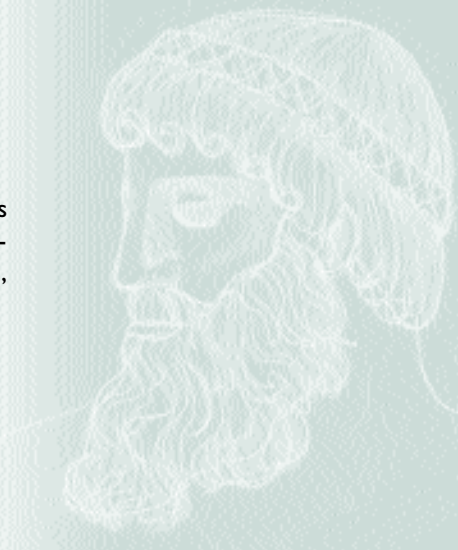
John C. Maxwell, *Developing the Leader Within You* (Thomas Nelson, Inc., 1993).

Gordon F. Shea, *Mentoring* (Crisp Publications, 1997).

Gordon F. Shea, *Making the Most of Being Mentored: How to Grow From a Mentoring Partnership* (Crisp Publications, 1999).

Paul B. Thornton, *Be the Leader, Make the Difference* (Griffin Publishing Group, 2000).

Lois J. Zachary, *The Mentor's Guide: Facilitating Effective Learning Relationships* (Jossey-Bass, 2000).





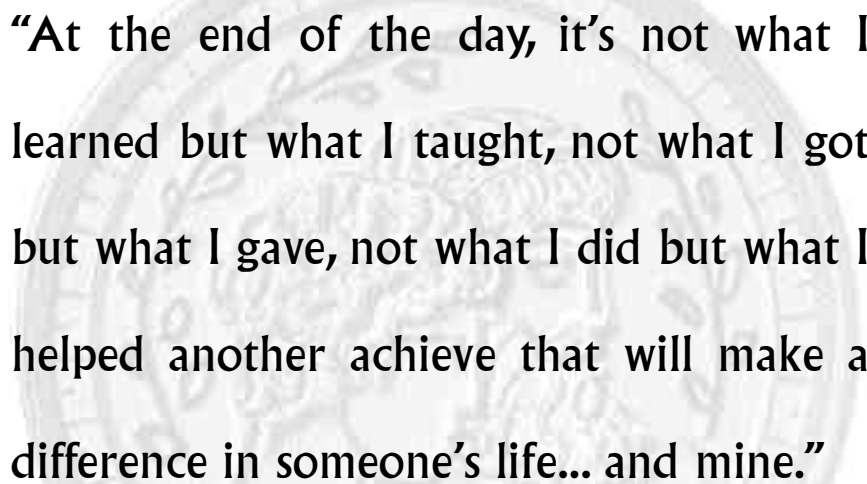
Suggested Web Sites

U.S.Coast Guard mentoring program:
www.uscg.mil/search.htm Enter: mentoring

Peer Resources - Navigation Tools for the Heart,Mind and Soul:
www.mentors.ca

Mentoring Forum hosted by Business Link Hertfordshire:
www.mentorsforum.co.uk/

International Mentoring Association:
www.wmich.edu/conferences/mentoring



“At the end of the day, it’s not what I learned but what I taught, not what I got but what I gave, not what I did but what I helped another achieve that will make a difference in someone’s life... and mine.”

Sid L. Scruggs, III
Lions International Director 2000-2002



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