



## CPAFE Mentor Committee Mission Statement

To guide and inspire CPAFE members to achieve their full professional potential, primarily through relationships designed to facilitate the exploration of needs, motivations, and talents for lasting personal and professional growth.

### What is Mentoring?

Professional Mentoring is a cooperative and nurturing relationship between a more experienced business person, the **Mentor**, and a less experienced business person, the Protégé. The main purpose of the Mentor relationship is to develop the **Protégé** in her chosen profession, to learn about a particular business and to gain valuable insight into the subtleties of the business world. A Mentor will provide a broad-based view, tempered with real life experiences gained from years of working in one or more industries. Mentoring can be a shortcut to career success – it provides a safe, protected environment in which the Protégé can learn and grow professionally.

A Protégé benefits from the Mentor's business experience and the valuable lessons learned over the years. The Mentor guides her Protégé in developing skills, methods and work habits. Such skills as writing an effective letter, maintaining useful documentation, navigating professional politics, communicating ideas, or managing and completing a complex project, may be addressed and encouraged in a non-threatening environment.

When major decisions or choices arise, the Mentor can be an effective source of advice and encouragement, sharing seasoned judgment on the various choices available in a given situation. A Mentor is someone who can evaluate your skills, attributes and natural talents and help guide you in your career path.

Mentoring spans all professions and industries. Although the relationship is directed at helping the Protégé succeed in her career through goal setting and business enrichment, the ongoing, professional interaction often benefits both parties. It is important for the Mentor and Protégé to have a clear understanding of what each party feels will work best for one another.

### How does the CPAFE Mentoring Program Works?



1. Seasoned business professionals apply to become Mentors to CPAFE Protégés
2. Protégés apply for mentoring services
3. CPAFE Mentoring committee pairs Mentors and Protégés based upon compatibility and interests
4. Mentors and Protégés undergo an orientation
5. Mentor and Protégé formulate mentoring goals
6. Mentor and Protégé commit to meeting and working together approximately once per month for one year
7. Mentor and Protégé attend up to two mentoring events annually
8. Have fun, learn and build lasting relationships!