

MENTORING FOR LEADERSHIP PROGRAM

Program Goals:

- Make Sure All Members Experience Are Positive
- Create Learning and Training Opportunities for all Levels
- Develop and Enrich Members for Future Leadership Roles

DEPARTMENT PRESIDENT'S THEME

"Champion for Veterans"

NATIONAL PRESIDENT'S THEME

"Hands that Serve, Hearts that Care"

When you enter into management in the business world, the first thing they tell/teach you is to develop the next person to take your position. As a volunteer organization wishing to grow and succeed, it is imperative that we follow this practice. **This year we will be seeking to find Mentees within our organization and develop their skills at all levels.** An Auxiliary member once told me to *"latch onto someone who has walked where you want to go"*. In other words, if I wanted to become a District President, I should seek someone who has been a District President to be my mentor. Mentoring is our only program that exclusively benefits our members and you don't have to fund raise for the program.

One of the main techniques we will implement is the Care Concept!

- Catch the member when they first join – Do you remember your first meeting? Was it scary or did you feel welcome?
- Ask them to participate
- Remember what it felt like to be new
- Engage them in a program that fits them or their talents.

We will be incorporating a new component into the Auxiliary and District levels –*Best Buddies!*

Every Auxiliary, and District needs to have a Best Buddy Coach.

This person will greet all new members when they join the Auxiliary and sit with them at their first several meetings.

Your Best Buddy Coach cannot be an officer that has special seating such as the Sr. Vice for instance.

They must be friendly and approachable. They will provide all the **"New Member Materials"**. We will help establish these materials if your Auxiliary does not have them yet.

This person can also be your Mentor Coach and help acclimate new members to our organization.

Each Auxiliary shall have a Mentor Coach to help teach new members and future leaders!

(Please come to Boot Camp in August for Tons more info)

Every Auxiliary should hold a training event to help mentors find their perspective Mentees and help them grow in areas of their interest. You can hold them locally with several Auxiliaries working together or even as a District function. District training sessions are highly encouraged. Our organization only grows when our membership is encouraged to participate and share their talents! Incorporating games into the event will help to keep the members involved while they learn. Please remember **EVERY MEMBER** has a worthy Talent, or passion that we need to discover

If we use the TEAM approach, we will certainly become a **CHAMPION FOR VETERANS** and achieve our goals this year!

- **T** – Teach someone what you know and are passionate about
- **E** – Everyone deserves to find their joy in our organization
- **A** – Always be on the lookout for the next leader
- **M** – Mentor all of the time since success is best when it's shared

There is a ton of great resources on the National VFW Auxiliary website. We share tools with the Chief of Staff, Membership, and Mentoring for Leadership resources. The *Membership engagement packet*,

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Mentoring at the VFW Auxiliary and Building on the VFW Auxiliary Foundations are some of the most popular resources on the National website. We will also post them onto our Department website. Please study all available resources to become the most knowledgeable Mentor.

DEPARTMENT AWARDS FOR AUXILIARIES:

1. **Special Award to the first, second, and third place member in each of the four (4) Membership classes who is instrumental in fulfilling the role as a mentor/leader.**

Nomination form (required) available at www.vfwauxiliary.org/resources . Auxiliaries must send the nomination form to their Department Mentoring for Leadership Chairman by March 31, 2023.

2. **Special Award to one Auxiliary in each of the four (4) membership classes that has an 'activity or training in the Auxiliary to show members how to find and train mentees'.**

Criteria and entry form (required) available at www.vfwauxiliary.org/resources . Auxiliaries must send the entry form to their Department Mentoring for Leadership Chairman by March 31, 2023.

NATIONAL AWARDS:

AWARDS FOR MEMBERS

1. Citation awarded to the first, second and third place member in each Department who is **instrumental in fulfilling the role as a mentor/leader.**

Nomination form (required) available at www.vfwauxiliary.org/resources . Auxiliaries must send the entry form to their Department Mentoring for Leadership Chairman by March 31, 2023. Citation will be mailed directly to the member.

AWARDS FOR AUXILIARIES

1. **Most unique activity or training in the Auxiliary to show members how to find and train mentees.**

- **Citation to every Auxiliary that has an activity or training in the Auxiliary to show members how to find and train mentees.**

Criteria and entry form (required) available at www.vfwauxiliary.org/resources . Auxiliaries must send the entry form to their Department Mentoring for Leadership Chairman by March 31, 2023.

Citations will be mailed directly to participating Auxiliaries from National Headquarters.

2. **Citation and \$25 to one Auxiliary in each of the four Conferences with the most outstanding activity or training in the Auxiliary to show members how to find and train mentees.**

Winners will be announced, and awards presented at the 2023 National Convention in Phoenix, Arizona.

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