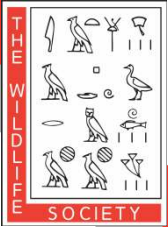




# **BUILDING MENTORSHIP PROGRAMS: PERSPECTIVES AND LESSONS LEARNED FROM TWS**





Jamila Blake, AWB®

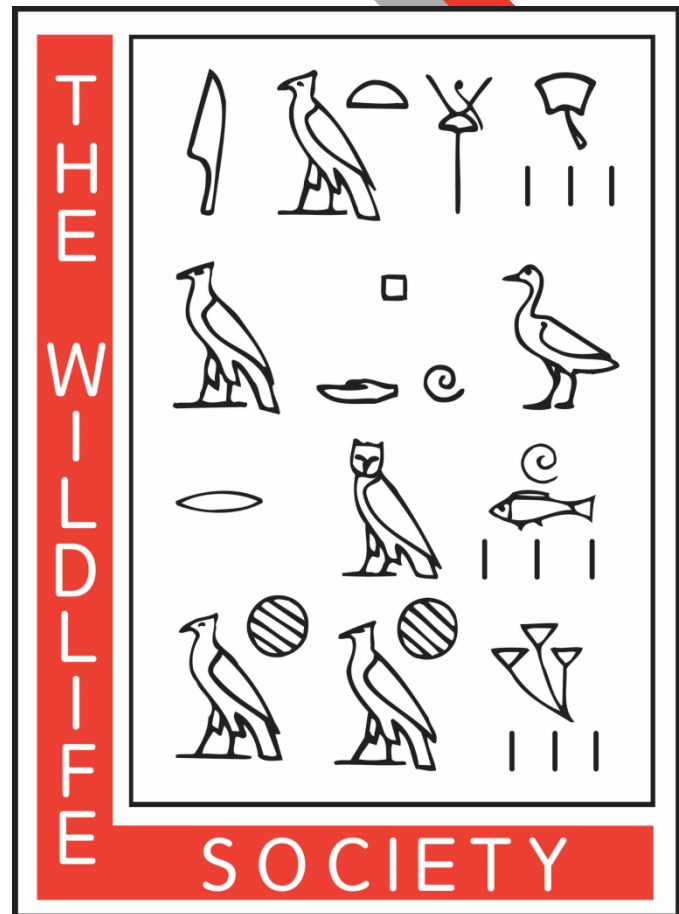
She | Her | Hers

Professional Development Manager  
The Wildlife Society

# The Wildlife Society

Founded in 1937, our mission is:

- To **inspire, empower, and enable** wildlife professionals to sustain wildlife populations and habitats through science-based management and conservation



The Wildlife Society promotes professional growth of its members by expanding and adapting its professional development program, mentorship opportunities, and conservation leadership training





# Benefits of Mentorship

- Sounding board for advice and decision making
- Higher level of comfort and job satisfaction
- Support throughout education and career
- Organizational benefits
- Networking
- Leadership development
- Career advancements

# Various Structures

- Formal vs informal
- Dyad, triad, collective, networks, online communities, etc.
- Peer and near-peer
- Student mentorship
- Workplace or profession mentorship
- Internship, assistantship, fellowship programs
- Professional societies or affinity groups



# Typical Steps of Mentorship

**Step 1:** Identify a potential mentor

**Step 2:** Set expectations

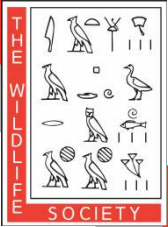
**Step 3:** Engage in activities for positive growth and development

**Step 4:** Establish if and how you will continue your relationship

# BUILDING MENTORSHIP PROGRAMS



# Demonstrate Your Values



- Show that you value participation in mentorship programs
- Engage at all levels of your organization
- Ensure sustainability of the program
- promote institutionalization of mentorship

# Personalized Relationships Based on Trust



- Authentic Engagement
- Expectations for professional behavior and conduct
- Establish trust between all involved
- Mutual accountability and responsibility
- Confidentiality & privacy



# Discuss Diversity Topics

- Be conscious of individual preferences and personal development
- An opportunity for self-assessment and growth
- Move away from colorblind views and toward being culturally responsive
- Benefits to mentor
- Address implicit bias directly
- Value of mentoring through groups with shared identity

# Mentorship and Support at All Stages



- K-12, college, early career, established professionals
- Mentors need tools, training, and education
- Provide leadership training for everyone
- Be prepared to adapt

# Cultivate A Supportive Community

- Encourage connections
- Create a safe space
- Improve outreach
- Disseminate best practices
- Ensure everyone feels invited and welcomed



# Collaborate & Evolve

- Explore potential partnerships
- Ensure mechanisms for feedback
- Considerations for the virtual workplace





# Look at Existing Programs

- Collect information on successful mentoring programs and/or programs that incorporate a mentoring component
- Adapt existing programs to fit your needs and group



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