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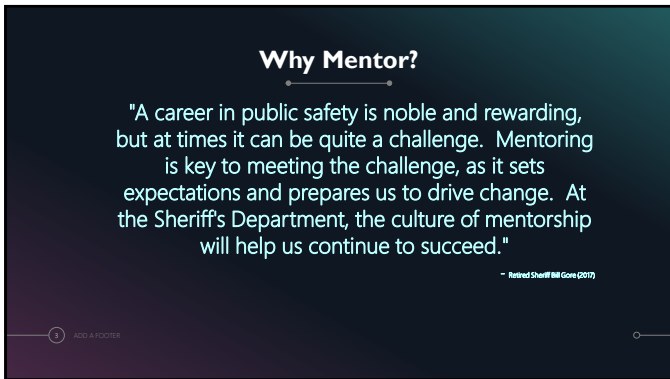
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### A Mentor

Is an experienced and trusted adviser who listens and asks questions that will challenge the person to take the necessary course of action to develop more effectively.

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### Mentoring in Action

It's inspiring!

- Listens
- Supports
- Offers challenging ideas
- Helps navigate through problems
- Builds self-confidence
- Encourages ideal behaviors
- Triggers self-awareness
- Shares knowledge
- Helps identify options
- Confronts problematic attitudes
- Acts as a sounding board
- Creates opportunity for insights

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### Benefits of Mentoring

<p><b>1</b></p> <p><b>For the Mentee</b></p> <ul style="list-style-type: none"> <li>➢ Higher motivation from involvement</li> <li>➢ Opportunity to develop skill(s)</li> <li>➢ Access to various sounding boards</li> <li>➢ Opportunity to see and think differently</li> </ul>	<p><b>2</b></p> <p><b>For the Mentor</b></p> <ul style="list-style-type: none"> <li>➢ Challenges understanding</li> <li>➢ Stimulates knowledge recognition</li> <li>➢ Encourages self-awareness</li> </ul>	<p><b>3</b></p> <p><b>For the Department</b></p> <ul style="list-style-type: none"> <li>➢ Develops future potential</li> <li>➢ Increases engagement by those involved</li> <li>➢ Knowledge sharing can lead to more positive outcomes</li> <li>➢ Fosters innovation and continuous improvement</li> </ul>
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Overall Experience 4.9 out of 5 Stars  
Quality of the Mentors 4.8 out of 5 Stars

## Mentoring Mixers

**Favorites Part of the Mixer:**

- Being able to interview multiple people in a fun relaxed environment.
- The surprise about finding out that top sheriff department leadership was there and that I got to speak for the first time one-on-one with the Sheriff. The advice was very down to earth and helpful.
- I enjoyed getting a chance to better understand our Sheriff's leadership. It seemed like the mentors were genuine in their intentions. I felt seen and heard, which was very welcome.
- I was pleasantly surprised at how engaging and encouraging the mentors were. I am very appreciative of the advice received. In my time with the Sheriff's Department, command staff have become more and more "accessible", events such as this provide a great opportunity for bridging the gap between command and subordinate.
- The mentors were very positive and supportive. They did not hesitate to be critical when needed, but always followed up with positive ways to overcome deficiencies. I was very grateful for their time and candor.



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## Formal Mentorship Program

- Goal is to provide its participants with leadership skills and developmental opportunities to achieve their career goals.
- A voluntary leadership program for Sheriff's personnel benefits the department by standardizing and encouraging the proper mentoring of future supervisors.
- The success of the 8-month program is dependent upon feedback from all participants and will be assessed, evaluated, and overseen by Sheriff's Personnel Division



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## Mentorship Lottery

**Must Apply For a Chance to be Paired**

The Sheriff's Department has bright and talented employees. For those driven to help lead the organization in making success happen, mentoring will be key. This application is for the program that runs from January 2020 to June 2020.

**Program Requirements**

- Open to sworn and professional staff
- Must have at least three (3) years of supervisory experience
- Must complete application by: December 16, 2019

**Purpose:** Leadership development and modeling  
**Details:** Mentoring helps the Sheriff's Department prepare, retain, and develop current and future leaders in the organization. The Sheriff's Mentorship Lottery allows for the Undersheriff and select executives to mentor a career minded supervisor to best prepare for advancement into a role of greater responsibility with the department. The mentee will be randomly selected in a lottery. This is an opportunity to learn as well as define and model leadership. The program is six (6) months long.

**Key Program Take-Aways:**

- Develop leadership skills
- Broaden perspective
- Participate in unique work experience
- Build knowledge of mentoring principles
- Expand departmental awareness



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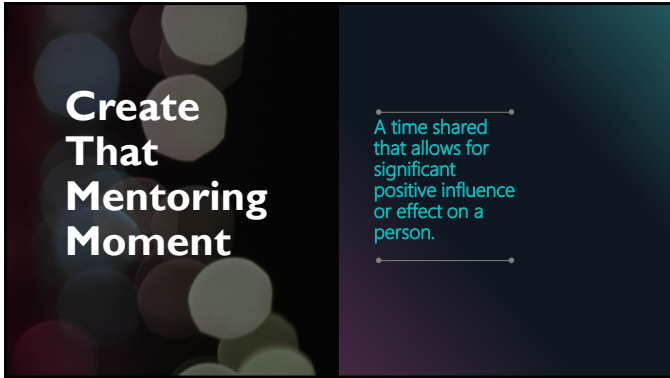
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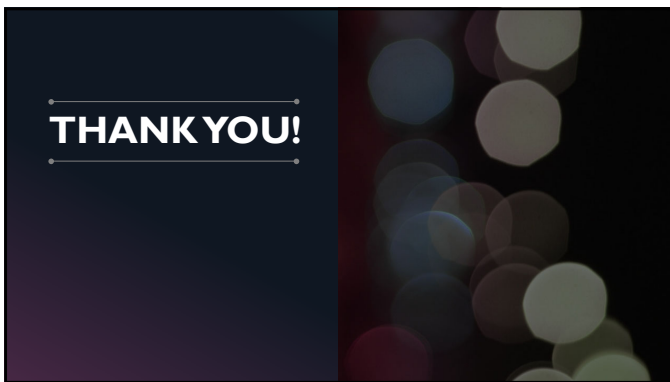
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