



Sheriff's Mentorship

2023

Culture of Mentorship

A mentoring culture is when an organization successfully fosters the principles of learning, knowledge sharing, and personal development.

It goes above and beyond the running of select mentoring programs, and instead is a foundational value of a department as a whole.

Why Mentor?



"A career in public safety is noble and rewarding, but at times it can be quite a challenge. Mentoring is key to meeting the challenge, as it sets expectations and prepares us to drive change. At the Sheriff's Department, the culture of mentorship will help us continue to succeed."

- Retired Sheriff Bill Gore (2017)

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.





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

Benefits of Mentoring

1

For the Mentee

- Higher motivation from involvement
- Opportunity to develop skill(s)
- Access to various sounding boards
- Opportunity to see and think differently

2

For the Mentor

- Challenges understanding
- Stimulates knowledge recognition
- Encourages self-awareness

3

For the Department

- Develops future potential
- Increases engagement by those involved
- Knowledge sharing can lead to more positive outcomes
- Fosters innovation and continuous improvement



Mentorship

What we have on the department?

Mentoring Mixers *Informal events*

- Run by Personnel
- Open to EVERYONE

Formal Mentorship *8-month program*

- Run by Personnel
- Will be open to sworn & professional staff
- Merges LE Mentorship program with elements of DSB's Mentoring/Supervisor Preparation with additional enhancements

Mentorship Lottery

6 months long, runs twice a year

- Open to supervisors with 3 or more years of experience
- Pairing with command & executive staff

Sheriff's Mentoring Program Website



Sheriff's Mentorship Programs

Introduction

The Sheriff's Department Mentorship Programs are available to all employees, both sworn and professional. Currently, the Sheriff's Department offers three types of mentorship opportunities, each developed to provide employees a mentoring experience. They are all voluntary, but highly encouraged.

Mentorship Opportunities

Formal Mentoring Program is a voluntary leadership program designed for Sheriff's employees, both sworn and professional, seeking professional growth through advice, encouragement, new skills and institutional knowledge to improve performance. This is an eight (8) month program. Sworn applicants must have successfully completed required training specific to their assignment prior to applying.

Mentoring Mixer (Speed Mentoring) is a series of short, focused interactions between a mentee and a variety of mentors. It's an opportunity for mentees to ask questions that range from practical advice related to specific needs to more philosophical questions about their career. This program is offered through an open invitation to all employees, based on availability.

Mentorship Lottery is an opportunity for those seeking to promote into leadership positions of greater responsibility. This program is open to all staff with two (2) years of supervisory experience and applications are open in November and May. Upper command staff including the Sheriff, Undersheriff and select executives will serve as mentors.

Documents

- ✓ Name
- FlowChart-CareerDevelopment-Deputies ...
- FlowChart-PromotionProcess-SwornStaff ...
- Leadership Development Model ...
- Mentee Evaluation- ME ...
- Mentor Assessment- MA ...
- Mentor Competency Assessment ...
- Mentoring Guide ...

Assignment Prep Worksheets

- ✓ Name
- DetentionsCourt Services Mentoring Program ...
- Law Enforcement Assignment Prep Worksheets ...

CURRENTLY ACCEPTING APPLICATIONS

Feedback from Mentorship Experience

"It was an honor and privilege to participate in this mentorship program. My mentor was able to provide me with a different perspective, which in turn opened my eyes to things I may not have thought about. The open and honest conversations we had provided insight into the how and why some decisions are made at the executive level. I valued learning that process. I encourage anyone who has an interest in promotion and/or learning more about our organization to apply for this program."

Mentorship Lottery

Captain Karla Menzies → soon to be Commander



"I believe that this program is extremely unique and is one of those programs sets the San Diego Sheriff's Department apart from other law enforcement agencies. This program exceeded my expectations! ... the mentorship program reminded me that command staff are humans too and these folks really do care and have our best interests at heart. I highly recommend this program and would do it all over again if given the chance."

Mentorship Lottery

Lt. Ruben Medina



"Brief as it was, it was very helpful and informative, and certainly this experience affirmed my perception of the leadership of the Sheriff's Department. You, and many others, represent a leadership which is supportive, munificent, with personalities and dispositions that are genuine."

Mentoring Mixer



- ❖ Overall Experience 4.9 out of 5 Stars
- ❖ Quality of the Mentors 4.8 out of 5 Stars

Mentoring Mixers

Favorite 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 I 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 subordinates.
- ✓ 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.



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



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 [REDACTED]

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



Create That Mentoring Moment

•—————•
A time shared
that allows for
significant
positive influence
or effect on a
person.
•—————•

THANK YOU!

