

APPLICATION REQUIREMENTS

The KACM mentoring program will run on an annual basis. Each fall, KACM will seek out mentee applications, request executive mentors, and pair mentor with mentees so meetings can take place at the KACM Conference. Mentees and mentors **must be KACM members** as this program is included as a membership benefit.

PROGRAM DETAILS

- ◆ All KACM members are eligible to participate as mentors or mentees
- ◆ The ICMA Senior Advisor will act as coordinator and liaison throughout the mentoring program
- ◆ This program is meant to be paired with the ICMA National Coaching program with its various on-line resources and webinars.

**TO APPLY VISIT OUR
WEBSITE:
WWW.KACM.US**



The Kansas Association of City/County Management (KACM) is an organization of local government management officials working together since 1951 to support and promote professional management and high ethical standards for effective democracy in local city and county governments in Kansas.

KACM seeks to support member managers, administrators, and assistants through the interchange of ideas and information for professional development and through support of the individual.

KACM Contact Information

*Phone: (785)-354-9565
Email: webmaster@lkm.org
Website: www.kacm.us*



KACM MENTORING PROGRAM



*“Tell me and I forget,
Teach me and I may remember,
Involve me and I learn.”
Benjamin Franklin*



**“The delicate balance of mentoring someone is not creating them in your own image,
But giving them the opportunity to create themselves” -Steven Spielberg-**

KACM MENTORING PROGRAM

The Kansas Association of City County Managers is establishing a mentoring program to assist in matching young professionals in city/county management with mentors within our state that can serve as a resource and sounding board throughout a career in public service.

The program, which will be coordinated by our ICMA Senior Advisors, will match interested mentees with mentors throughout the state.

Matches will be made based on a number of criteria including location, experience and need.

KACM will support this effort in conjunction with resources of the ICMA National Coaching program of which KACM is a member. Free resources, including webinars, is included as part of the program.

KACM members interested in either being a mentor or a mentee should fill out the application form and return it to Dennis Kissinger at:

kissinger.shawnee@hotmail.com

Matches will be made in the Fall of each year.

MENTOR/MENTEE RELATIONSHIP

FOR THE MENTOR

A mentor is an advisor who teaches a new skill to another person. They help identify possible career obstacles and assist the mentee in overcoming them. A mentorship provides the mentor with these opportunities:

- ◆ Ability to make a profound impact on the future of your profession
- ◆ Provides opportunities to reflect on skills and practices
- ◆ Helps to renew, inspire, and motivate professional drive
- ◆ Provides a stimulating, rewarding, and enjoyable experience
- ◆ Helps create new meaning and purpose for the mentee
- ◆ Allows for professional and personal growth

FOR THE MENTEE

A mentee is an individual who is interested in professional growth and career exploration in the public sector. A mentorship provides the mentee with these opportunities:

- ◆ Gain career advice and direction
- ◆ Increase in job satisfaction
- ◆ Allows for an expanded professional network
- ◆ Increases self-esteem and motivation
- ◆ Provides accessible role models at the highest levels of executive public management in Kansas
- ◆ Grows and develops competencies in dealing with challenges
- ◆ Enhance communication and risk taking skills
- ◆ Allows a safe place for advice, coaching, and training

WHAT WE'RE TALKING ABOUT

EXPLORE AND DISCUSS:

- ◆ Career interests, goals, jobs, functions, and roles they might enjoy
- ◆ Considerations for balance among personal, family, community and organization success, expectations, constraints and challenges
- ◆ Job assignments, skills, job functions, achievements, successes, concerns, failures, and obstacles
- ◆ Challenges in the development toward career interests and goals and possibilities of career direction, functions and paths
- ◆ Plan of action for career path
- ◆ Current issues, ideas and experience
- ◆ Use the ICMA National Coaching program as a platform to discuss issues and reflect on webinar topics and ideas.

COUNSEL:

- ◆ On supportive training and education programs, job assignments and experiences that enhance the desired requirements for the chosen path
- ◆ The essentials of networking

PROVIDE:

- ◆ Mutual feedback on the relationship and progress made