NABA New York Lifting As You Climb Mentoring Program

Objective: Create a mentoring program for NABA NY Student Members. Our goal is to ensure student participants are well positioned for career growth in the accounting, finance & business professions.

Program metrics:

- Percentage of goals achieved at the end of the program. Both students and mentors are required to identify and agree on key goals (maybe 3 per team) which will be accomplished.
- Number of mentees who are hired during the program
- Increase pipeline of future chapter leaders. Chapter can invite student participants in the program to assume leadership roles within chapter committee, offer speaking roles at engagements, etc. as way to further develop leadership skills and boost their network

Number of Participants: Pilot begins with 40 (20 mentors & 20 mentees).

Student Selection Process: 10 Seniors (graduating with an undergraduate degree Spring/Summer 2019), who are actively involved in their respective NABA chapters will be selected to participate in the program. Remaining 10 spots will be open to all NABA NY Seniors to apply to be selected.

Mentors Selection Process: Volunteers. Asking for professionals at manager level with minimum of 5 years’ experience to participate.

Matching Criteria: Survey-based match. Mentors / Mentees will be asked to fill out a questionnaire to help identify commonalities amongst the pool of mentors / mentees, which will help the SMS committee match mentors / mentees effectively.

Connection Type: 1:1

Program Length: 12 Months- kick off meeting will be held on June 11th

Mentor /Mentee Meeting Frequency: Monthly touch point (email, phone or even text). Quarterly in person. All participants must attend the program kick off meeting.

Benefits:

Mentor –

- Gives NABA professional the opportunity to give back to NABA and the individual (mentee) by truly lifting as they climb.
- Strengthens interpersonal relationship skills
- Encourages the mentor to share knowledge and experiences, which helps increase the mentor’s sense of self-worth
- Helps re-energize the mentor’s career and/or involvement in NABA

Mentee –

- Increases mentee’s self-confidence
- Helps the mentee better understand corporate culture and the unspoken rules, both of which can be critical to success.
- Helps the mentee learn to take better control of his/her career
- Strengthens interpersonal relationship skills
- Provides an important network contact for the mentee