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How to Start a Mentorship Progra for Your Community

Ready to start a mentorship program for your community? For community managers who are looking to do just that, read on to learn how we started and ran our mentorship program.

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The core of mentorship is an idea — all the way in ancient Greece.

In Homer's Odyssey, Mentor was not just a character, he became a concept that represents the relationship between a young person and their guardian. Today, we use the term mentorship to describe a relationship between a more experienced person and a less experienced one, which Merriam-Webster and Merriam-Webster's Dictionary of Synonyms and Antonyms define as "a teacher or trusted counselor or guide."

These are some key words for us.

The essence of the mentor-mentee relationship, and by the principles of mentorship, underpins the success of a community mentorship program, and it's why we decided to start our own program.

Anna Lichtenstein, + especially a Community of Practice + can offer members the opportunity to connect with people who are further along in their respective journeys.

Lichtenstein defines the Community of Practice as "a group of people who share a concern or a passion for something, and who learn how to do it better as they interact regularly." Lichtenstein mentioned mentors in her case study, and it's clear that mentorship is a key component of a Community of Practice.

When we launched our mentorship program, we had two goals in mind. First, we wanted to give our people a chance to find the right mentor, guidance, and all the things you get from a mentorship relationship, like a sounding board.

Second, we knew that our members would benefit from the opportunity to connect with Community Manager at Company after the Community Case, whose big digging about the Community Case, and learn from their experiences.

This case study is a step-by-step guide to how we started our mentorship program, and how we ran the mentorship if they actually need the resources. Here, we. Whether you're a Community Manager at Company, or a community member looking to start a mentorship program, read on.

Ready to get started? We asked our people why our community mentorship program is important to them, and we used their responses to inform the design of our mentorship program. Here's what we learned:

> "I'd love more people like me who participate in mentorship in community."

Having a mentor, whether it's a mentor or a peer, is important for community members to feel like they belong. Mentorship is a key component of a community, and it's important that people feel that they can find a mentor, even when things get lonely.

> "I'm a mentor, and I'd like to be a mentor, but I don't know how to start."

Mentorship is a two-way street. Some people want to be mentees, but others want to be mentors, and it's important that people feel that they can find a mentor, even when things get lonely.

Why mentorship?

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Define your purpose

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Define your mission statement

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Set your goals

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Define your mentorship's focus

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Define your mentors and mentees

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Create personas for both mentors and mentees

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One-to-one mentorship

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Group mentorship

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Peer mentorship

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What resources do you need?

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What's the time commitment expected from participants?

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Adapt the criteria as your program matures

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Create a mentorship program handbook

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Define your mentor and mentee expectations

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Define your mentorship program's success metrics

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Match mentors and mentees

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7 Share resources to help mentors and mentees

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Measure the impact of your mentorship program

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Conclusion

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Ready to start a mentorship program for your community? Our community platform makes it easy to find the right people to pair up and manage and track an impact.

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Tactics are temporary. Your network is forever.

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