

The Mentoring for Leadership Program

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Promotion

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How do you mentor new Auxiliary members for leadership positions?

Mentoring new Veterans of Foreign Wars (VFW) Auxiliary members for leadership positions is a valuable way to help them grow within the organization and contribute effectively to its mission. Here's a step-by-step guide on how to mentor new VFW Auxiliary members for leadership roles:

1. Identify Potential Mentees:

- Pay attention to new members who show enthusiasm, dedication, and potential for leadership.
- Consider their background, skills, and interests when selecting mentees.

2. Establish Clear Goals:

- Define specific leadership roles or responsibilities the mentee is interested in or suitable for within the Auxiliary.

3. Build a Trusting Relationship:

- Establish open and honest communication.
- Show empathy and understanding towards their needs and concerns.
- Create a safe space for them to discuss challenges and seek advice.

4. Provide Guidance:

- Share your experiences, knowledge, and insights related to leadership roles.
- Offer resources, materials, and training opportunities within the VFW Auxiliary.

5. Set Expectations:

- Clearly outline the responsibilities and expectations of the mentee.
- Discuss the time commitment required for leadership roles.

6. Encourage Professional Development:

- Help the mentee identify areas for improvement and growth.
- Suggest relevant workshops, courses, or seminars that the VFW Auxiliary offers to enhance their skills.

7. Offer Feedback:

- Regularly provide constructive feedback on their performance.

- Highlight their strengths and areas where they can improve.

8. Promote Networking:

- Introduce mentees to other experienced VFW Auxiliary members.
- Encourage them to attend meetings, events, and conferences to expand their network.

9. Celebrate Successes:

- Acknowledge and celebrate the mentee's accomplishments and milestones.
- Recognize their contributions to the VFW Auxiliary.

10. Support and Encourage Resilience:

- Leadership can be challenging, and setbacks may occur. Offer support during difficult times and help them learn from failures.

11. Delegate Responsibilities:

- Gradually delegate specific tasks or projects to the mentee to provide hands-on leadership experience.

12. Prepare for Leadership Transitions:

- As the mentee gains confidence and experience, assist them in preparing for leadership positions by coaching and support them through the election process.

13. Continued Mentoring:

- Maintain the mentor-mentee relationship even after the mentee assumes a leadership role.
- Offer ongoing guidance and advice to ensure their success in their new position.

14. Encourage Mentorship from Mentees:

- Inspire mentees to pay it forward by becoming mentors themselves to support the next generation of VFW Auxiliary leaders.

Remember that mentoring is an ongoing process, and each mentee may have unique needs and aspirations. Tailor your mentoring approach to their individual goals and circumstances, and always be available as a resource and a source of encouragement as they develop their leadership skills within the VFW Auxiliary.

"Leadership is not about being the best. It is about making everyone else better." - Unknown