

Mentoring for Leadership Program

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I am honored to serve as your Mentoring for Leadership Program Chairman for the VFW Auxiliary Department of California 2023-2024 program year. Mentoring is the success of our organization. When we have members who are excited to want to join our organization we become ***“Stronger Together For Our Veterans”***.

Program Goals:

Ensure a Positive Member Experience

Engage in Learning and Training Opportunities

Develop and Empower Members for Leadership Roles

Remember:

Goals + Mentoring + Leadership = Healthy Auxiliaries

Leadership can be difficult in any organization. Through mentoring, willingness to listen to the suggestions of others and following the guidelines set in place for the office or position held, leadership is easier.

Through the mentoring process, extending the hand of friendship to a new member or even tenured members who have been inactive for a while can create a strong and vibrant organization. Proving a positive and organized meeting experience will leave members wanting to come back, especially when good communication and respect for each other has been demonstrated.

Every Auxiliary should have a type of resource to assist in communicating and motivating members to better understand the organization. Utilizing the *Mentoring at VFW Auxiliary: Relationship Building for the Future* document will help you get started in creating a Program for your Auxiliary. Through the Program, you will be encouraged to embrace and promote the CARE Concept.

C – Catch the member when they first join.

A – Ask them to participate.

R – Remember what it felt like to be new.

E – Engage them in a Program that fits them.

A mentor who uses the *Building on the VFW Auxiliary Foundation* is the key to creating a successful leader. This resource should be shared on each level of the organization. The guidebook provides

suggestions and examples for Officers, Chairmen, and members to understand their duties according to the National Bylaws.

A leadership mentoring program is designed to help prepare new members to take on leadership positions. So, rather than prompting them into a new role and expecting them to develop their skills, we can provide a mentor for a more structured way to train them.

There are three types of mentoring I would like to share with you.

1. Traditional one-on-one Mentoring. This is where a mentee and mentor are matched, either through a program or on their own.
2. Distance Mentoring. A mentoring relationship in which the two parties (or group) are in different locations.
3. Group Mentoring. A single mentor is matched with a cohort of mentees.

What are the four phases of mentoring?

Successful mentoring relationships go through four phases: **preparation, negotiating, enabling growth, and closure**. These sequential phases build on each other and vary in length. In each phase, there are specific steps and strategies that lead to mentoring excellence.

Mentoring for Leadership resource materials can be found in MALTA Member Resources

- 2023-2024 National Program Book
- Mentoring at VFW Auxiliary Relationship Building for the Future
- Building on the VFW Auxiliary Foundation

Please note that the Mentoring for Leadership and Extension & Revitalization Programs utilize many of the same tools and resources. Reviewing and sharing the various member materials available will create dialogue and interest to the member and future leaders.

Program Awards

Awards for Members

1. Citation awarded to the first, second and third place VFW Auxiliary members in each Department with the most unique and/or creative way to mentor a member to become a leader. Three nominations from each Department Mentoring for Leadership Chairman are due to the National Mentoring and Leadership Ambassador by April 30, 2024.

Citations will be mailed directly to winners from National Headquarters after National Convention.

Awards for Auxiliaries

1. Most outstanding activity and/or event that educates their Auxiliary members about how to find and train mentees while using and promoting VFW Auxiliary resources and learning materials.
 - Citation to every Auxiliary that hosts an activity and/or training that educates their Auxiliary members on how to find and train mentees while using and promoting Auxiliary resources and learning materials. Entry form required and available in MALTA Member Resources Auxiliaries must send the entry form to their Department Mentoring for Leadership Chairman by March 31, 2024 for judging.

The Department Chairman must email National Headquarters by April 30, 2024 at infor@vfwauxiliary.org a total combine list of every Auxiliary in their Department that completed and submitted the entry form.

Citations will be mailed directly to participating Auxiliaries from National Headquarters.

- Citation and \$25 to one Auxiliary in each of the four Conferences that hosts the most outstanding activity and/or training that educates their Auxiliary members on how to find and train mentees while using and promoting Auxiliary resources and learning materials.

The Department Mentoring and Leadership Chairman must sign and send a copy of the completed Department winning entry form to the National Mentoring for Leadership Ambassador y April 30, 2023-2024 for judging.

Citations will be mailed directly to winning Auxiliaries from National Headquarters and money will be deposited into Auxiliary account after National Convention.

Department Awards

Department Certificates

1. To the Auxiliary with the Best Promotion of the Mentoring for Leadership Program.
2. Certificate to the District Chairman Auxiliary in each Membership Division with the Best Promotion of the Mentoring for Leadership Program.

Department Legacy Awards

- A Legacy Award will be awarded to one Outstanding Auxiliary Chairman for best Performance in the Mentoring for Leadership Program.