

**ASSOCIATION OF LEADERSHIP EDUCATORS
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**“MASTERFUL MENTORING METHODS”
CONCURRENT SESSION**

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The conference theme “Leadership Beyond Boundaries” offers the opportunity to explore non-traditional concepts of leaders. One such way that experienced individuals often serve as leaders is in mentoring new professionals in their organizations.

As part of Georgia’s “*Foundation Program for New County Extension Agents*”, experienced agents are assigned to serve as mentors to new CEAs during the first year of employment. Mentors have been informally assigned to assist new agents for several years. However, no specific direction or formal training was provided for mentors about their roles and responsibilities. After a review of the program the recommendation was made to further develop and formalize the mentoring experience by providing training for experienced CEAs in effective mentoring strategies.

The result was the development and implementation of “*Mentoring Methods for the Experienced CEA*”, a statewide five-hour training for 30 experienced CEAs selected by their District Extension Heads. The initial training was presented in May, 2001 and included CEAs from all program areas and with a wide range of years of service (one year to 25+ years). A main goal was to build a pool of informed CEAs who could be tapped to serve as mentors as needed.

The training was led by the coordinator of the Foundation Program, along with three experienced CEAs with specific interests in mentoring. As a pre-requisite participants were required to complete the web-based new agent orientation “*Getting Your Bearings: An Introduction to Extension*”, required for all new CEAs during their first month of employment.

TRAINING CONTENT:

Overview of the Foundation Program for New County Extension Agents

Participants receive a brief explanation of orientation requirements for all new CEAs, including in-county orientation and on-site trainings. An overview of the minimum expectations/requirements of mentors is also discussed.

Demographic Profile of Recently Hired County Extension Agents

In order to help trainees get a better picture of their potential mentees, tables are provided which depict CEAs hired during the last year according to:

Bachelors Degree Received by Year

Masters Degree Received by Year