ISU Extension and Outreach Mentor Program
Scope and Sequence

Mission Statement:
Support new and seasoned professionals’ engagement and growth in a mentoring program during their first year as an ISU Extension and Outreach employee.

Goal(s):
The ISU Extension and Outreach mentoring program will assist mentors and mentees in...
- Fostering a sense of belonging
- Learning the organization’s vision and mission
- Understanding and integrating the organization’s vision and mission within one’s Extension and Outreach work
- Understanding organizational structure
- Building collegial networks within and beyond ISU Extension and Outreach
- Realizing one’s role and value within the larger organization
- Establishing professional development goals
- Developing steward leadership competencies through the experience of having an engaged mentor
- Promoting the exchange of new ideas, views, and information
- Enhancing career satisfaction and retention

Outcomes:
From active participation in the ISU Extension and Outreach mentoring program, mentors and mentees will...
- Experience strengthened morale
- Support a positive ISU Extension and Outreach organizational culture
- Experience a network of developmental support
- Strengthen their professional competencies
- Broaden their knowledge of career growth within ISU Extension and Outreach
- Increase ISU Extension and Outreach’s staff retention rates

<table>
<thead>
<tr>
<th>Project Components</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Activity</td>
</tr>
<tr>
<td></td>
<td>Success Indicators</td>
</tr>
</tbody>
</table>
ISU Extension and Outreach Mentor Academy  
Scope and Sequence

**Mission Statement:**
Provide a comprehensive, multi-aspect training that prepares experienced ISU Extension and Outreach professionals to serve as mentors to new Extension and Outreach colleagues.

**Goal(s):**
The ISU Extension and Outreach Mentor Academy will assist mentors in...
- Connecting new ISU Extension and Outreach colleagues to resources that will support the first year orientation process
- Providing a safe, supportive learning environment to assist new ISU Extension and Outreach colleagues throughout their orientation year
- Using effective communication skills to convey support, and foster a positive working relationship with ISU Extension and Outreach colleagues

**Outcomes:**
The ISU Extension and Outreach Mentor Academy will familiarize mentors with the WHAT and HOW of mentoring new colleagues. Mentors will...
- Strengthen their development and expertise in the areas of communicating, goal-setting, giving feedback, coaching, and problem-solving
- Describe mentor roles
- Articulate mentor responsibilities
- Increase their knowledge regarding available resources to help new staff learn about the organization and specific job roles
- Strengthen their understanding of different communication and work styles, and apply this knowledge to the mentor-mentee relationship

<table>
<thead>
<tr>
<th>Project Components</th>
<th>Purpose</th>
<th>Activity</th>
<th>Success Indicators</th>
</tr>
</thead>
</table>

---