

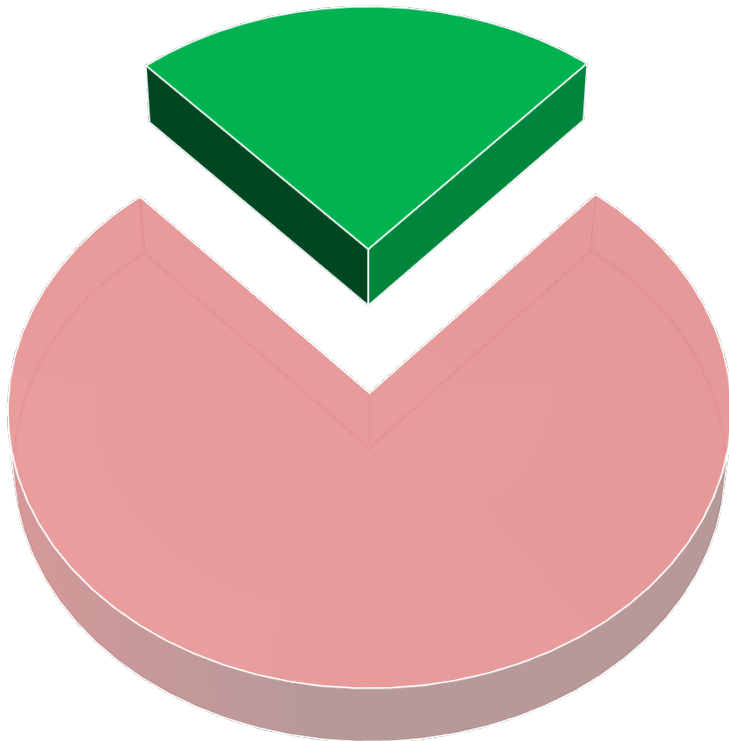
Building Your Board of Advisors: Effective Career Mentoring

Ken Frisch, ACFRE
Ben Mohler, MA, CFRE, ACFRE

“If I hadn’t had mentors, I wouldn’t be here today. I’m a product of great mentoring, great coaching... Coaches or mentors are very important. They could be anyone...”

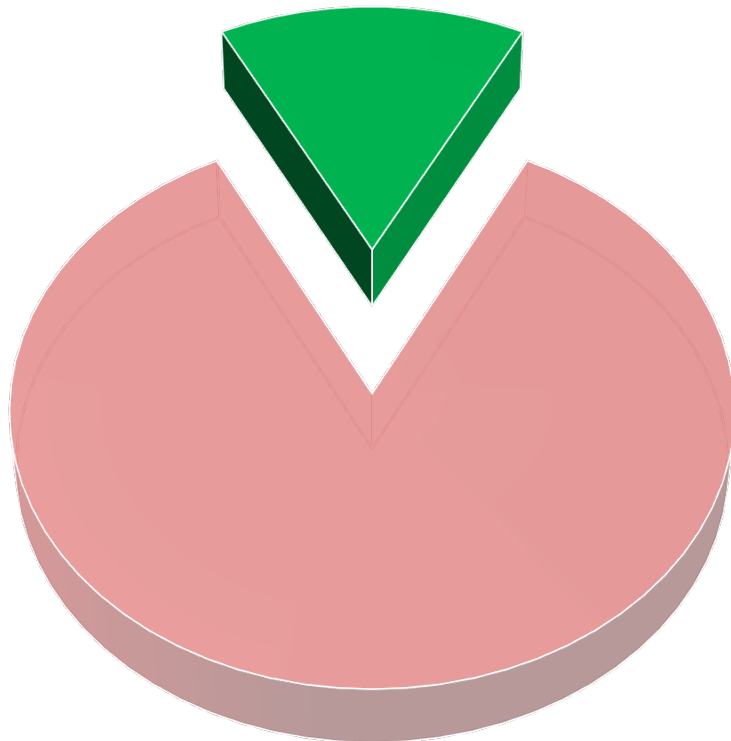
Indra Nooya
Chair and CEO of Pepsi Co.





“Only 23% have taken advantage of networking and attending conferences and/or workshops for professional development...”

*AFP Young Professionals Survey
(Spring 2017)*



“85% did not seek advice from seasoned professionals at their organization...”

*AFP Young Professionals Survey
(Spring 2017)*

AUDIENCE SURVEY SAYS...



Individual Mentoring

- An individual with 5 or more years of experience is paired with a peer with similar experience
- An individual with a few years of experience is paired with a seasoned mentor

Individual Mentoring

- Formal Mentoring
 - Clear goal(s)
 - Multiple sessions
 - Set timeline
- Informal Mentoring
 - Set agenda
 - One to three meetings
 - Coffee, Lunch

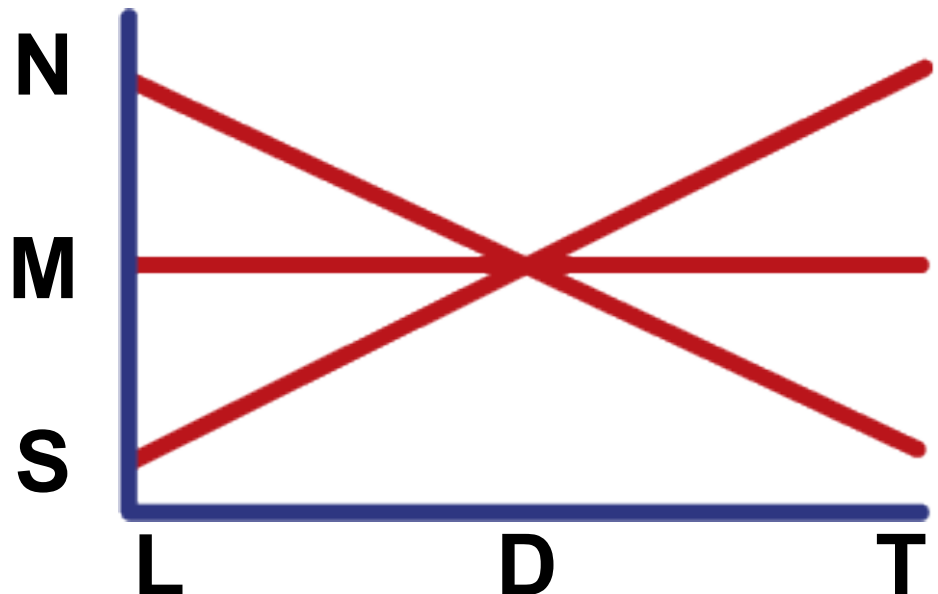


Individual Mentoring

- Take a personal inventory and identify areas for improvement
 - Fundraising knowledge
 - Strengths and weaknesses
 - Personality or style

Mentee Perspective

- Where can you grow?
- Know your role
 - Learner
 - Doing
 - Teaching



Mentor Perspective

- Where can you grow?
- Know your role
 - Coach
 - Facilitator
 - Advisor
 - Advisor/Sounding Board
 - Learner

Chapter Mentoring Programs

- Starting up
- Growth
- Maintenance



Chapter Mentoring Programs

- Mentoring should focus on increasing professional and practical fundraising knowledge
- Mentoring of development colleagues is a shared professional responsibility

The Start-up

- Resources to get started
- Creating structure
- Matching process
- Measurement



NW Ohio Chapter Mentor Program

- Resources to get started
 - Committee chairs appointed
 - Planning committee created
 - Chapter membership survey completed

NW Ohio Chapter Mentor Program

- Creating structure
- Matching process
- Monitoring and Evaluation

AFP Charlotte Mentoring - Maintain

- Provide value and new opportunities for membership
- Engage seasoned professionals beyond chapter meetings



AFP Charlotte Mentoring - Growth

- Drive membership and enhancing its value
- Resources to keep growing



Building Your Inner Circle

- Create your Personal Board
 - Identify Your Passion
 - Create Your Professional Mission and Vision
 - Articulate Your Career Goals

Original credit to <http://pattonmcdowell.com> for the “Personal Board of Directors” concept and worksheet (AFP Charlotte Skill Session)

Mission Statement Example

“To remain at the cutting edge for the intersection of professional fundraising theory and practice.”

Vision Statement Example

“To be recognized as a leader in advising and coaching individuals (within my organization and beyond) toward a culture of philanthropy.”

Build Your Inner Circle

- Identify Mentors According to Your Growth Area(s)
 - Sector Experts
 - Technical Experts
 - Aspirational Advisors
 - Personal Advisors/Confidants

Today's Slides & Resources

<http://giv3.org/AFPCareerMentoring>

Thank You!