



FORMERLY
OIWC

Professional Mentoring Program | FAQs

THE PROGRAM DETAILS

- Mentees will be matched with a VP level or higher women in the active-outdoor industries.
- The matching will be based on a variety of characteristics including: experience of mentors based on mentees needs, geographic location, career interests, and personality.
- All participants will be required to sign a Confidentiality Agreement.
- All participants will be required to sign a Mentoring Agreement.
- Required participation by mentors and mentees in surveys and assessment, annually for up to 10 years, to help gauge the health of the program and relationships.

WHY DIRECTOR OR MANAGER LEVEL?

- 83% of women in middle management have the desire to move to the next level in their company (McKinsey Report–Feb 2011)
- Many leadership programs are targeted at women performing at the VP level and higher. By targeting only at this level, companies miss out on the women who want, and need help, to advance. These women are the aspiring future leaders who get trapped at middle management positions and become discouraged and/or leave the company to advance. This negligence of developing mid-management females is where businesses lose the highest percentage of high-potential women, and the return on their investment in their employees as well.
- More women who make it to senior management share an aspiration to lead, and more believe that getting to senior leadership is worth the cost. Advancing more women into these positions would, over time, help companies rebalance their executive committees, which increases the likelihood of sustaining gender diversity at every level to the top.

SELECTION PROCESS

Camber Outdoors convenes a selection committee comprised of past mentees, current mentors, Camber Outdoors' Board of Directors and staff. Each application is reviewed individually and rated. Application rating are totaled and discussed. Before acceptance Camber Outdoors will contact those in the top tier for a telephonic interview.

FEES

- Employee of Camber Outdoors Corporate Member: \$250
- Individual Member: \$750

The Camber Outdoors Professional Mentoring Program is valued at \$4,000/mentee. In an effort to support the leadership contribution of women to the active-outdoor industries, Camber Outdoors strives to deliver the program in a manner that is affordable to all who are qualified.

FEES CONTINUED

This fee includes all program materials (guide books, StrengthFinders, presentation course), Webinars, Forum, 2 in-person meetings and inclusion in an ongoing Alumni group. Travel expenses not included. However, no qualified applicant will be turned away for an inability to pay the program fees. In an effort to help candidates' access funding, Camber Outdoors will provide materials to share with your employer for reimbursement. In addition, a limited number of scholarships are available, to cover all or part of the fee. They are awarded based upon need. To make a contribution to our scholarship fund, enabling more talented women leaders the opportunity to participate, email **Mary Hsue, Director of Development**: mary.hsue@camberoutdoors.org

QUALIFICATIONS: MENTEES

- Manager or director level woman
- Currently employed in the active-outdoor industries with 3-7 years experience
- Current Camber Outdoors member for at least 6 months
- Direct reports
- Willingness to assess areas of development and ownership of plan to attain goals
- Able to commit to a 9-month mentoring relationship that is mentee driven
- Able to commit to at least 6-hours/month

QUALIFICATIONS: MENTOR

- VP level or higher
- Understand the active-outdoor industries' culture (preferably 2+ years experience)
- Proven people development abilities
- Strong communication skills
- Active member of Camber Outdoors
- Company is a Corporate member of Camber Outdoors
- Able to commit to 9-month mentoring relationship
- Able to commit to at least 3 hours a month

EXPECTATIONS: MENTEES

- Commitment to take initiative with respect to mentoring relationship
- Commitment to employment in the active-outdoor industries for duration of program*
- Establish communication guidelines with mentor- meeting times and frequency
- Attend all meetings, be on time, be prepared
- Be open and accepting of both praise and critique
- Regularly review goals and objectives
- Share good news as well as asking for help with challenges
- Exhibit ability to improve certain skill areas
- The mentee is the one driving the mentor/mentee relationship

EXPECTATIONS: MENTORS

- Provide candid and open conversations
- LISTEN! Helping create a plan and holding the mentee accountable to their decisions
- Empower the mentee to succeed and take risk
- Challenge (and then supporting) the mentee
- Work with the mentee to develop goals and outcomes
- Not getting between the mentee and their manager
- Be open to their own personal growth that may appear during process
- Commit to the relationship with consistent communication
- Set the mentee up for success

*We realize that even the best thought-out plans change. The goal of Camber Outdoors is to increase women's leadership contribution to its member companies and the active-outdoor industries. As such, if at any time during the program a mentee leaves employment in the active-outdoor industries and/or with Camber Outdoors' member company, that mentee will immediately forfeit her position in the program and any fees incurred.

CONTACT

To learn more or for further questions, contact:

Paul Thallner

paul.thallner@camberoutdoors.org