

FLiP Mentorship Program Overview

Goals of the FLiP Mentorship Program

- Assist FLiP members with personal development, business development and building a network of contacts in the industry
- Help young professionals adjust to and navigate their new career
- Allow mentors to give back to the profession and grow personally
- Encourage mentees to realize their full potential

Mentorship Program Structure:

- Program Duration: 6-8 months
- Approximate Time Commitment: 10 hours
- Activities include:
 - Complete initial survey
 - Engage in quarterly phone conversations, at a minimum
 - Be in email contact with the mentee/mentor, as needed or appropriate
 - Have at least one face-to-face meeting, preferably at an PLASTICS-sponsored event
 - Complete check-in forms periodically (mentees only)
 - Complete end-of-program survey/evaluation
- Mentors and mentees will be from different companies.
- Pairings will be selected by PLASTICS.
- Mentees will be asked to make initial contact with mentors, once paired.

Eligibility of a Mentee:

- Mentee's company shall be a PLASTICS member
- Desire to learn and develop within the plastics industry
- Ambition to succeed
- Strong commitment to goals
- Ability to listen and follow through

Eligibility of a Mentor:

- Mentor's company shall be a PLASTICS member
- Credibility with colleagues and peers as a mentor
- Expertise in his or her field of knowledge within the industry
- A desire to help the mentee
- A willingness to commit time and energy toward the program
- Ability to help set and attain goals for the mentee

What is mentoring?

In general, mentoring is:

- a sustained relationship, often in a career-oriented setting, between an experienced and trusted person who gives advice (the *mentor*) to another less-experienced person (the *mentee*).
- the process by which a person offers guidance and instruction to assist mentees in their personal and career development.

Who is a mentee?

A professional seeking advice and guidance from an experienced professional in one's chosen field.

What does a mentor offer?

- Guidance
- Friendship
- Support

A mentor is not a parent, professional counselor, financial advisor or a recruiter.

Why participate?**Rewards for all participants include:**

- Develop leadership skills
- Foster lasting friendships
- Network and community involvement
- Share mutual interests
- Sharpen communication skills

Mentee rewards include:

- Professional development
- Having a person to turn to who has experience in the industry
- Enhanced reputation and professionalism
- Opportunity to overcome personal challenges
- One-on-one support from trusted professional
- Objective feedback on skills
- Increased career satisfaction

Mentor rewards include:

- Aid in creating higher standards for the industry
- Learning and connecting with your mentee
- Knowing that you made a difference

Suggested Topics to cover:

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|---|-----------------------------|
| • Professional development | • Continued education |
| • Career goals | • Management practices |
| • Networking | • Guidance on resources |
| • Presentation and Communication skills | • Leadership roles |
| • Industry knowledge* | • Managerial styles |
| • Challenges faced | • Problem solving |
| • Departmental knowledge | • Personal biographies |
| • Succession & cultivation | • How to work within others |

Topics that may not be addressed:

- Product prices, discounts, adjustments
- Specific marketing efforts
- Specific cases/engagements of business
- Employment opportunities

FAQs – for Mentees

Mentee Frequently Asked Questions

How do I become an FLiP Mentee?

It's easy! Simply contact Jake Martin, jmartin@plasticsindustry.org, you will be sent a survey to complete which will highlight your position in the industry, industry sector and requirements from the program. A mentor will then be identified for you.

Is there a fee for joining the FLiP Mentoring Program?

No, this is a free member benefit!

What if I'm not comfortable with my proposed Mentor?

Please tell us! The purpose of your first meeting is to see whether the two of you are compatible - the match won't be finalized until you have both approved it. Tell us frankly if things aren't working the way you had hoped. If you haven't talked directly with your Mentor about issues that are causing disagreement, do so. Often, it will be a question of miscommunication that can be cleared up through open conversation.

How long am I going to work with my Mentor?

An important component of this program is to reach all your goals and objectives. Once those are completed, discuss this with your Mentor. Mentoring relationships are expected to last anywhere between six months to one year. After a year we recommend that the official mentoring finishes.

How many Mentors/Mentees can be involved in the FLiP Mentoring Program?

There is no limit.

What will my mentor do for me?

It is up to the mentee to take the initiative and make the FLiP Mentorship Program a successful experience. Mentors offer information, support, feedback, contacts and ideas. However, the mentee has to take it from there.

Are mentoring discussions confidential?

In order to foster open and honest communication, the mentor and the mentee must be able to trust that each other will not disclose their discussions with others. Therefore, communication between the mentor and mentee will be kept confidential.

What types of things should I ask my mentor?

The types of questions asked vary and there are no right or wrong questions to ask. When you talk to your Mentor, ground rules should be set so that each individual in the relationship is comfortable sharing information. As a general rule of thumb, if you are not comfortable asking a question or sharing certain information, then don't share it. As you develop a relationship with your mentor and the comfort level increases, you will eventually feel comfortable discussing issues that at first you might see as inappropriate.

Are there certain things that I should or shouldn't do as a Mentee?

Always be open, honest, and respectful with your mentor and about the relationship and work you are doing together.

Who can I go to if I have questions about the effectiveness of my Mentor or the program?

If you have any questions or concerns, please feel free to email Jake at jmartin@plasticsindustry.org.

FAQs - for Mentors

Mentor Frequently Asked Questions

How do I become an FLiP Mentor?

To become a mentor, please contact Jake Martin at jmartin@plasticsindustry.org. You will be sent a short survey to complete which will highlight your position in the industry and industry sector. A mentee will then be identified for you. All participants must be PLASTICS members.

What if I cannot answer the mentee's questions?

Some questions posed by your mentee might not be in your field of interest or within your scope of knowledge. When this situation arises, we encourage you to share this with the mentee and find the answer together.

What if I'm not comfortable with my proposed mentee?

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