

MENTORSHIP PROGRAM

We believe that fostering the growth of the next generation of leaders is of the utmost importance to the continuation of our prosperous industry. The mission of RVWA is to elevate, educate, and promote women in the RV industry.

Our vision for this program is to create a space for women to connect with an industry veteran that can help them grow both personally and professionally.

How The Program Works

1. Mentor Selection

A Mentor is a chosen member of RVWA who participates and continues to make a difference within the community.

RVWA acknowledges that their contribution is of profound value to the women of the RV industry, thus we seek people who will contribute authentically to the Mentorship Program's volunteer role and their Mentee's career.

An RVWA Mentor naturally assists others in achieving their goals. The following qualities are what we seek in a Mentor:

- High level of attunement in their professional relationships
- Self-efficacy: the belief that they are capable of being a Mentor
- Aptitude to reflect their motivation and contributions to the relationship
- Enthusiasm for sharing their knowledge
- Eagerness to invest in others
- Ability to be authentic with feedback
- Reflective listening with empathy

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II. *Mentee Selection*

All potential Mentors/Mentees will complete a Mentorship Program Application online. RVWA will review all applications and will pair a Mentor with a Mentee on an ongoing basis as applications are completed.

An RVWA Mentee is selected based upon an ideal match for both the Mentor and the Mentee. The Mentor is seeking a Mentee that they can assist in their career and business. The following Mentee Attributes are for guidance purpose only:

- Motivated to succeed by acting on the knowledge they will receive
- Committed to the time and execution of their Mentor's advice
- Drives toward positive results
- Respectful of the time and value their Mentor will be providing
- Willingness to learn and an openness to new ideas
- Will enact clear communication with the Mentor for efficiency
- Commitment to the relationship and process (this is essential for maximizing performance)

III. *Expectations*

Each Mentor/Mentee pair can set their own schedule for calls, but they are expected to meet at least once a month for the duration of the program.

If at any time during the program either party feels as though the program is no longer beneficial, they are encouraged to contact RVWA.

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III. *Expectations (cont.)*

Mentor:

An effective Mentor understands that their role is to be dependable, engaged, authentic, and tuned into their Mentee's needs. They demonstrate a standard of participation and support with their Mentee: while leveraging their value, they also see their Mentee's strengths and assist with potential vulnerabilities.

Mentee:

An effective Mentee understands that their role is to take the initiative in all agreed-upon actions, keeps commitments, prepares for meetings with their Mentor, and has followed through on action items resulting from the meetings. Remember that your Mentor is there for you but is only a guide: you must do what is needed to take their advice and work toward your success together. The Mentee is also aware of timeliness and dedicates quiet space where one can speak 100% freely during calls or other scheduled meetings with their Mentor.

IV. *Developing A Plan, Goals, and Objectives*

The Mentor/Mentee will be aligned on the 12-month framework and tasks to execute in order for the Mentee to achieve their goals and objectives. It is essential to the Mentorship Program's success that concrete, achievable, and measurable intentions are outlined. The absence of this framework can lead to dissatisfaction and/or hindrance of Mentee growth.

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IV. *Developing A Plan, Goals, and Objectives (cont.)*

Having a plan also assists the Mentor's role in observing outcomes, supporting with their expertise, and time to pivot if the situation or evaluation deems necessary.

V. *Program Execution*

Before the first call

Mentee should have a list of 3-5 goals they are looking to achieve in their professional career that can be shared with their Mentor at their discretion. Mentee will also include why these are their goals, what steps they may have already taken, and where they foresee getting stuck.

Mentor should review their mentee's program application and their list of goals (should the mentee choose to share it) before the call to be fully prepared.

During the first call

- Set up a regular time to talk each month either by phone or zoom
- Layout communication expectations regarding text, email, or other between formal calls
- Discuss goals for Mentee and determine which you will act on first as well as homework items to start achieving that

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V. Program Execution (cont.)

Subsequent Calls

These can be set at your own pace and time. They can last however long both parties see fit, but pairs need to meet at least once per month.

Program Conclusion

At the end of 12 months, the official Mentorship Program will end. Both the Mentor and Mentee will be asked to reflect on the program and provide feedback to RVWA as to the success and/or challenges they faced in order to continuously improve aspects for future program participants.

We would like to thank you for considering being a part of the Mentorship Program. We hope that this helps those involved gain the knowledge and guidance they are looking for by helping others succeed in both the Mentor and Mentee positions. We know that those involved will continue to do great things in the RV Industry, and we are excited to watch you grow!

~The RVWA Team