



# Tristate Mentorship Match

A collaboration with Minnesota, Montana, and Wisconsin

Program Kick-Off | Wednesday, June 30, 2021  
11:00am CT/10:00am MT

1

---

---

---

---

---

---

---

---

## The Tristate Mentorship Match

- Partnership between:  
Minnesota Credit Union Network  
Montana's Credit Unions  
Wisconsin Credit Union League
- Designed to build, grow, and support professionals to inspire a commitment to a career in the credit union movement.



2

---

---

---

---

---

---

---

---

## Thank you to our sponsors!



We appreciate all your support!



3

---

---

---

---

---

---

---

---

### Get to know your contacts!

 Ranel Smith, VP of Relationship Management  
ranel@mncun.coop | 406-324-7456 

 Mara Humphrey, Chief Engagement & Advocacy Officer  
mhumphrey@mncun.org | 651-288-5523 

 Andrea Molnau, VP of Communications & Engagement  
amolnau@mncun.org | 651-288-5527 

 Jennifer Esser, VP of Professional Development  
jesser@theleague.coop | 608-640-4070 

 Josh Roberts, VP of System Collaboration & Development  
jroberts@theleague.coop | 608-640-4065 



4

---

---

---

---

---

---

---

---

### Background

- Launched as a pilot program in 2019.
- Partnership between MnCUN and the Women's Leadership Network.
- Advisory Group of MN Credit Union leaders developed the program.
- 14 pairs participated.




5

---

---

---

---

---

---

---

---

### The Tristate Mentorship Match

A testimonial from:

**Jill Casper CUDE, CCUFC**  
VP of Training & Community Relations





6

---

---

---

---

---

---

---

---

## Why is this important?

Thoughts from past leaders on the value of mentorship:

- Ground-breaking – A new vision and an exciting new program for career and professional development.
- A new approach to developing talent and increasing/enhancing skills within our industry.
- A resource/catalyst to assist motivated CU employees to advance their skills and careers.
- Urgent need to focus on Leadership Development for succession planning.
- Providing exceptional opportunities and valuable benefits to individuals, credit unions, and our movement.
- Inspired by the theme of "Give and Grow" for both Mentees & Mentors.
- Leveraging the vast experience, knowledge, and skills of CU leaders and professionals.
- Important to fight hard for the success of small and midsize credit unions.



7

---

---

---

---

---

---

---

---

---

---

## How will this work?

- First things first – Be sure to apply!
  - The application period runs from June 9, 2021, through July 31, 2021.
  - Use the provided mentee and mentor application links to apply.
- Applicants will be selected in August to participate and then the liaisons from each state will work together to partner mentors with mentees.
- We will be providing the mentors and mentees with the roadmaps and tools to make your connections successful!



8

---

---

---

---

---

---

---

---

---

---

## Mentee Responsibilities

- Commit to your development
- Assume responsibility for acquiring or improving your skills and knowledge
- Discuss your goals with your mentor
- Be open and honest on your goals, expectations, challenges and concerns
- Actively listen and question
- Build a supportive and trusting environment
- Seek advice, opinion, feedback, and direction from your mentor
- Ask questions!
- Be open to constructive criticism/feedback and ask for it
- Come to your meetings prepared with a clear idea of what topics or issues you want to address
- Take the lead on scheduling meetings
- Respect your mentor's time and resources
- Apply what you learn from your meetings back on the job
- Keep your supervisor informed of the process and your progress
- Give feedback to your mentor on what is working or not working in the mentoring relationship



9

---

---

---

---

---

---

---

---

---

---

## Mentor Responsibilities

- Support the mentee's development of professional and interpersonal competencies through strategic questioning, goal setting, and planning
- Create a supportive and trusting environment
- Agree to, and schedule uninterrupted time with your mentee
- Stay accessible, committed, and engaged during the length of the program
- Actively listen and question
- Give feedback to the mentee on his/her goals, situations, plans and ideas
- Encourage your mentee by giving them genuine positive reinforcement
- Serve as a positive role model
- Provide frank (and kind) corrective feedback if necessary
- Openly and honestly share "lessons learned" from your own experience
- Keep discussions on track
- Respect your mentee's time and resources
- Seek assistance if questions arise that you cannot answer



10

---

---

---

---

---

---

---

---

---

---

## Best Practices

- Mentorship requires intentional investments of time and energy. You get out of it what you put in.
- Define your objectives
- Build flexibility into the mentorship
- Your mentor's advice is just that: listen to it and evaluate it
- Use your skills.
- Be willing to step outside your comfort zone.
- The three Rs



11

---

---

---

---

---

---

---

---

---

---

## The Three Rs



12

---

---

---

---

---

---

---

---

---

---

## Mentorship Agreement

### What:

Agreement for a professional mentorship relationship

### Where and When:

Your meetings should be in person, at an agreed upon location or technology. You should meet at least once a month for twelve months.

### Why:

To build, grow, and support each other along with inspiring commitment to a career in the credit union movement.



13

---

---

---

---

---

---

---

---

---

---

## Policy & Procedures Manual; Resources

- The Policy & Procedures Manual is your reference to provide clarity throughout the mentorship program.
- The 12-Month Mentorship Guide provides you with examples of topics for each month, as well as places to record notes, next steps, and the date and time for your next meeting.
- We are here to help! Contact any of us if you have any questions, concerns, or comments along the way!



14

---

---

---

---

---

---

---

---

---

---

## What's on your mind?

- Questions?
- Comments?
- Thoughts?
- How can we help!



15

---

---

---

---

---

---

---

---

---

---