



# Lions Mentoring Program

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## LASTING IMPACT

The Lions Mentoring Program is a new, forward-looking way for the all Lions to grow and become stronger. The program's objective is simple ... to develop a participating Lion into a quality, highly effective member of his or her club, of the association. At its core, Lions Mentoring Program focuses on you, the individual Lion. Through a progression of four Levels of accomplishment, the program guides your personal development as a Lion, beginning as a new member and growing in expanded capabilities over time. As you advance through the program, you will come to understand the difference between *being a Lion* and *becoming a Lion*.

Starting with new member orientation as its foundation, the Lions Mentoring Program provides an opportunity to learn, to interact, and to develop the skills necessary to become an effective Lion and a skillful leader at the club level, and beyond. The Lions Mentoring Program enhances your individual Lions experience and as a result, ensures our organization's vitality as you help your club to attract new members, retain existing ones and see them grow in understanding, commitment and responsibility.

The Lions Mentoring Program's lasting impact will be realized as you are able to tap the expertise and enthusiasm of a growing pool of knowledgeable members who will help your club's activities become more successful and effective.

Lions who begin their mentoring as Proteges will assume greater roles and responsibility, eventually becoming Mentors themselves who encourage and share their experience with newer members who want to follow the same, established path toward leadership.

## MENTORING

It's probably easy for you to recall someone who has had a significant impact on your life. A teacher who gave you the skills to solve mathematical problems or to write an essay --- a coach who corrected your swimming stroke or cheered when you finished a race and inspired your lifelong love of sport. It is this type of relationship that is the essence of mentoring. The term mentoring encompasses the idea of apprenticeship strengthened by a relationship between a teacher and a student. The process of learning from such a mentor is known as *mentoring*.

*A mentor is* someone who helps another learn. By definition, a mentor is a catalyst who guides another as they learn skills and gain knowledge. A mentor supports and develops the growth of another by passing on wisdom of experience to prepare another for service. A mentor walks along side the person who is learning and offers help and guidance as long as that person is willing to learn and grow. As a Lion mentor, he is involved in directing, coaching, modeling, and supporting the efforts of the Lion being mentored.

A *protege* is the individual under the care and protection of an influential person (the mentor), usually for the purpose of furthering of his career. A protege actively seeks development, is teachable and is committed to action in response to what has been learned.

In our world as Lions, a Mentor Lion helps a Protege Lion develop into a Lion who is competent, committed, ready and able to accept positions of increasing responsibility.

Mentoring develops leaders who will bolster your club's success because they are interested and enthusiastic. Their interest is a direct result of a strong connection they have formed with a Mentor Lion who nurtures their individual skills and gives them opportunities to perform and succeed.

## **LEADERSHIP DOES NOT JUST HAPPEN**

Becoming a leader takes hard work, an investment of time, and the input and interest of experienced people who recognize the abilities of others and show them ways to increase their skills and grow.

The Lions Mentoring Program emphasizes what successful organizations and businesses have already proven: Developing quality leaders requires quality recruitment followed by quality training.

## **TAKING IT A STEP FURTHER**

Mentoring may already be taking place on an informal basis within your club. It would not be surprising for members with common goals or interests to form friendships that allow for an exchange of information and support.

Implementing the Lions Mentoring Program in your club formalizes this process, outlines and illuminates the steps of successful mentoring, offers ideas and ways to make these relationships stronger, and rewards participants.

Mentoring will lead to stronger relationships among members and to a stronger club overall. History confirms that organizations that take the step of establishing mentoring programs benefit by retaining and developing members.

## **THE LEVELS**

The Lions Mentoring Program provides four progressive levels of attainment, each building upon the achievements of the former. Every level requires Protege Lions to achieve observable, measurable goals, with the guidance of Mentor Lions.

### **LEVEL ONE: *Responsibility***

Level One, *Responsibility*, introduces the Protege to Lions Clubs International, with the Lion Sponsor acting as Mentor. This level should be completed within three months of a Protege's join date.

This first level, at its root, is patterned after a traditional Lions orientation program. It provides comprehensive instruction that develops an understanding of who the Lions are, our history and traditions, our organizational structure, and our programs and services. Seen as a whole, Level One orientation articulates our Lions vision of humanitarian service.

## **LEVEL TWO: *Relationships* - PROUD LION/PROUD SPONSOR**

This level focuses on building relationships which emphasize teamwork. It develops the organizational skills that a Protege will need to take a leadership role in the club. The Protege's sponsor or another qualified Mentor Lion may be assigned by the club president with advice from the Club Membership Chairman. Level Two should be completed within six months of a Protege Lion's join date.

The requirements for successful completion of Level Two incorporate the PROUD LION/PROUD SPONSOR program, where the Mentor Lion and Protege Lion accomplish the following goals together:

- Attend a club board meeting
- Participate in a club service or fund-raising activity
- Introduce a new prospective member to the club
- Make a visit to another club and secure a visitation slip
- Attend a Zone, Region, District, Multiple District or International Convention and report back to the club

When the Mentor Lion accompanies the Protege Lion through the five PROUD LION/PROUD SPONSOR goals, the Mentor Lion qualifies for the PROUD SPONSOR award.

PROUD LION/PROUD SPONSOR pins are awarded to a Mentor Lion and Protege Lion upon Level Two completion.

LEVEL TWO: *Relationships* - PROUD LION/PROUD SPONSOR

PROUD LION/PROUD SPONSOR AWARDS



Proud Lion  
Lapel Pin



Proud Lion  
Vest Pin



Proud Sponsor  
Lapel Pin



Proud Sponsor  
Vest Pin

**LEVEL THREE: *Results***

The Results level concentrates on promoting a Protege's leadership-manager skills. The Protege's sponsor may conduct this phase, or, if the sponsor is not able, the Club President with advice from the Club Membership Chairman may assign a qualified alternate Mentor. This Level should be completed within one to three years of a Protege's join date.

Failure to complete an assigned task is usually because individuals do not know what they are supposed to do, they do not know how to complete the task, or they do not know why they should perform the task. Level Three demonstrates not only what and how, but why. With the guidance of the Mentor Lion, the Protege Lion must achieve the following for successful completion of Level Three:

- Chair a club committee
- Sponsor at least one new member
- Conduct a community needs assessment
- Develop a club service project or review and give a written assessment of an existing club service project
- Attend a club board meeting
- Attend a Zone or Region meeting and a District Cabinet meeting
- Attend a Sub-District, Multiple District or International Convention

This level provides a stepping stone for a Protege to participate in an Emerging Lions Leadership Institute.

Lions Mentoring Program certificates awarded to Mentor and Protege upon completion.

**LEVEL FOUR: *Replication***

Level Four, the final and most demanding phase of the Lions Mentoring Program, should be preceded by satisfactory completion of Levels One, Two and Three, or equivalent knowledge and experience. Level Four concentrates on the Protege Lion's role in developing others. It is based on a commitment to develop leaders who ensure continuous growth for the association and for humanitarian service. The Protege contributes to the development of future Lions by sharing knowledge and experience. In Level Four, the Protege may seek his or her Mentor from within the Protege's own club, or from among qualified Lions within the Protege's zone. This level should be completed in two to four years.

With the guidance of the Mentor Lion, the Protege's completion requirements for this advanced level of the Lions Mentoring Program are:

- Hold office of club president
- Obtain an advanced Membership Key
- Give an orientation briefing to new club members
- Participate in a club extension by forming or assisting in formation of at least one of the following: a new club, a Club Branch, a New Century Lions Club, a Campus Club, a Leo Club or other club category that might be developed by Lions Clubs International at a later date
- Attend a constitutional area Leadership Forum
- Attend an International Convention

Upon completion of this final Level, Lions Mentoring Program certificates and pins for Level Four are awarded with an appropriate ceremony at the Lions district or higher.

The following chart summarizes the four Levels of the Lions Mentoring Program, their requirements, and their recognition awards.

**- LIONS MENTORING PROGRAM -**

Level One RESPONSIBILITY	Level Two RELATIONSHIPS - PROUD LION/PROUD SPONSOR	Level Three RESULTS	Level Four REPLICATION
1. Orientation - Club - District - LCI	1. Attend club board meeting. 2. Involvement in club service or fund-raising activity. 3. Introduce a prospective new member to the club. 4. Make one visitation to another club; secure a visitation slip. 5. Attend either a Zone, Region, Sub-District, Multiple District meeting, or International Convention and report back to the club.	1. Chair a club committee. 2. Sponsor at least one new member. 3. Conduct a community needs assessment. 4. Develop a club service project, or review and give a written assessment of an existing club service project. 5. Attend a club board meeting. 6. Attend a Zone or Region meeting and a District Cabinet meeting.  Attend Sub-District, Multiple District or International Convention.	1. Hold office of club president. 2. Obtain an advanced Membership Key. 3. Give an orientation briefing to new club members. 4. Participate in club extension by forming (or assist in forming) one of: (a) a new club (b) a Club Branch (c) a New Century Lions Club (d) a Campus Club (e) a Leo Club (f) other club type as may be developed by (g) LCI at later date 5. Attend constitutional area Leadership Forum. 6. Attend International Convention.
Complete within Three (3) months from join date	Complete within six (6) months from join date.	Completion of Level 3 (approximately 1-3 years) will provide a stepping stone for a Protege Lion to participate in Emerging Lions Leadership Institute.	Completion of Level 4 (approximately 2-4 years) will provide a stepping stone for a Protege Lion to participate in Senior Lions Leadership Institute.
	PROUD LION/PROUD SPONSOR pins awarded to Mentor and Protege upon completion.	Level Three LMP certificates awarded to Mentor and Protege upon completion.	Level Four LMP certificates and Level Four LMP pins awarded to Mentor and Protege upon completion.

## HELPFUL RESOURCES

Lions Clubs International has resources on hand to help both Mentors and Proteges communicate who we Lions are, what our vision is, and how we operate.

Orientation Guide (ME-13 32M 7/97)  
Club Membership Chairman's Manual (ME-12 32M 10/98)  
Welcome (NM-9)  
We Serve (PR 754 9/99)  
Club President Manual (LA-19 28M 11/99)  
Lions Community Needs Assessment (MK-9 60M 7/97)  
Discussion with other Lions from other clubs

## ADDITIONAL REFERENCES

Bell, Chip R. "Managers as Mentors" San Francisco, Berrett-Koehler Publishers, 1996,1998

Maxwell, John C. "Developing the Leader Within You" Nashville, Thomas Nelson Publishers, 1993

## CONTACT INFORMATION

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