

Mentorship Program Overview

The Virtual CIRI Mentorship Program ("Mentorship Program") is sponsored by Cook Inlet Region, Inc. ("CIRI") and is designed to enhance the personal and professional development and experience of the Mentorship Program's participants through experience sharing. Your participation is voluntary and without financial compensation. Before acceptance into the Mentorship Program, you will be required to sign the Mentorship Program Agreement; your signature will signify your agreement to the terms that govern your participation in the Mentorship Program.

Mentor

A Mentor is an experienced person who voluntarily provides friendly-manner advice to a less experienced person. Mentors are facilitators and catalysts in a process of discovery and insight.

Mentee

A Mentee is a newcomer or someone with limited experience who is looking to obtain advice from a seasoned Mentor. A Mentee must be a CIRI Shareholder and/or Registered Descendant who is 18 years of age or older.

Professionalism

For a mentoring relationship to develop, both the Mentor and Mentee must feel that discussions of private issues or problems are being handled with discretion and remain in confidence. Participants are being entrusted with a high level of openness. It is unprofessional and unethical to disclose shared information.

The Mentor and Mentee should:

- treat each other with respect and sensitivity.
- maintain professional conduct without an expectation of friendship.
- take the mentoring relationship seriously by meeting all commitments.
- communicate with each other at the agreed upon times.
- keep any disclosure confidential unless the other person grants permission to disclose the information.
- discuss any concerns they have about the mentoring experience with CIRI.

Participation Process

1. Complete a Mentor or Mentee Application.
2. Mentor and Mentee acceptance into the Mentorship Program by the program committee.
3. Program committee will interview all applicants to understand their mentorship goals.
4. Mentors and Mentees will be matched based on individual goals, relevant experience, communication and learning styles.
5. For CIRI's Mentorship Program, it is required the partnership is in place for 6 months.
6. During the 6-month Mentorship Program, there will be value-added workshops and events hosted by CIRI.
7. Mentors and Mentees provide feedback on the Mentorship Program after completion.

Participation Timeline

The major activities for participation by each Mentor and Mentee for the 6-month Mentorship Program include:

- Month 1: Orientation and completion of Mentorship Program Agreement
- Months 2-6: Mentor/Mentee sessions as agreed upon in Mentorship Program Agreement
- Months 2-6: CIRI workshops and events
- End of Month 6: Mentorship Program completion and feedback
- Month 7 and Beyond: Mentorship Program alumni engagement

What does it take to be a Mentor or Mentee?

MENTOR & MENTEE OVERVIEW	
PREREQUISITES	
Mentor	Mentee
<ul style="list-style-type: none"> • Relevant experience in area(s) of mentorship which match CIRI Mentees' personal and professional goals • Complete submission and acceptance of Mentor Application • Commit to a Mentorship Program Agreement once selected for the Mentorship Program 	<ul style="list-style-type: none"> • CIRI Shareholder and/or Registered Descendant; must be 18+ years old • Motivated and desire to share and receive knowledge, experience, concepts, ideas and time • Complete submission and acceptance of Mentee Application • Commit to a Mentorship Program Agreement once selected for the Mentorship Program
RESPONSIBILITIES	
Mentor	Mentee
<ul style="list-style-type: none"> • Act as a trusted advisor and confidant to Mentee • Encourage exploration of ideas, risk taking in learning and shifting of mindset/mental context • Provide appropriate, timely advice and feedback • Motivated desire to listen and share knowledge, experience, concepts, ideas, resources and time • Assist Mentee with setting developmental goals • Submit Mentorship Program feedback 	<ul style="list-style-type: none"> • Devote time to expand your knowledge, and keep commitments made with Mentor • Willing to learn and explore new ways of thinking • Open to receiving feedback and coaching • Seek opportunities for challenges, and take responsibility for personal growth and development • Ability to identify, define and achieve goals within areas of desired mentorship • Attend value-added workshops and events hosted by CIRI during the Mentorship Program • Submit Mentorship Program feedback
REWARDS	
Mentor	Mentee
<ul style="list-style-type: none"> • Pass on personal experiences to Mentee • Practice interpersonal and management skills • Expanded perspectives and ways of thinking • Gain as much value as the Mentee does • Engage and mold the next generation of CIRI shareholders and descendants 	<ul style="list-style-type: none"> • Gaining valuable insight from subject matter experts in the areas of desired mentorship • Forming lasting relationships in the community • Understandings of your strengths and opportunities for improvement • Gaining different perspectives • Exposure to resources and information that are beneficial in your personal and professional development

<ul style="list-style-type: none">• Satisfaction of contributing to the success of others• Perpetuation of knowledge, culture and values	<ul style="list-style-type: none">• Accomplishment of goals set during the Mentorship Program, and confidence to set and achieve future goals
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