



THE CALIFORNIA STATE BOARD OF EQUALIZATION

MENTORING PROGRAM

Planting Seeds for Success



“Tell me and I forget, teach me and I may remember, involve me and I learn.”

-Benjamin Franklin

Implementation Stage

- Strategic Plan
- Culture of BOE
- State-wide Agency Comparisons
- Mentoring Best Practices
- Identify Deliverables
- Measure Success
- Advertisement/Buy-In
- Time/Cost



PROGRAM OVERVIEW

- 12 Month Partnership
- Selection and Notification
- Kick–Off Ceremony
- Monthly Meetings with Assignments
- Graduation Ceremony

REQUIREMENTS FOR PARTICIPATION

- One Year Program Commitment
- No Current Performance Issues
- Supervisor Approval
- Completion of Required Forms and Surveys
- Must Log 12 Meetings

BENEFITS TO MENTEE

- Self-esteem and Confidence
- Career Development and Advancement
- Navigation of the Organization Structure and Career Path Opportunities
- Learned Leadership Skills
- Professional Maturity



BENEFITS TO MENTOR

- Impact on Another's Professional Growth
- Ability to Contribute to the Overall Success of the Agency
- Professional Accomplishment
- Refined Leadership Skills
- Satisfaction of Helping Someone Achieve Their Goal

BENEFITS TO THE AGENCY

- Recruitment and Retention
- Knowledge Transfer
- Workforce Development
- Motivated Employees
- Succession Planning



ROLES AND RESPONSIBILITIES

- Mentor
- Mentee
- Supervisor
- Workforce Planning



Lessons Learned

- Elimination of Learning Circles
- Mentor Driven
- Monitor and Ensure Markers are Met
- Planning
- Graduation Requirement

Mentoring in Motion

- BOE Career Center
- Job Shadowing Program
- Career Advancement Program
- Leadership Training Program



Contact Us

For more information regarding the
Mentoring Program, contact
Danette Delgado- BOE Mentoring
Program Coordinator at
Mentoring@boe.ca.gov



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