



Mentoring: Getting Younger People Involved

Webinar Handout

American Council of Snowmobile Associations—May 22, 2014

My Beliefs about Leadership

- **Leaders are made, not born.** Therefore, if you want to learn to be a better leader, you can!
- **We all lead.** Regardless of job title, we all influence others, therefore, we all lead.
- **Leaders have to lead.** Leadership is a very pro-active word, and leaders must know where the group is, where it could go, and guide it there.
- **Leaders have to serve.** Leaders have a member focus, knowing what they want.
- **Leaders have to be authentic to make a very real difference, especially for younger members.** Authentic might be defined by the following qualities.

Qualities of Leaders

Top four characteristics of leaders that make people want to follow them:*

- Honest
- Inspiring
- Forward-looking
- Competent

Leaders must know where their club is now, what direction it is headed, and envision where it could go/what it could be. And then, inspire the effort to make it happen.

Being the best club means age diversity, having a wide range of ages. Take an audit of your club to determine how many members you have in each group.

Seniors	71 – 92
Baby Boomers	54 – 71
Generation Xers	34 – 54
Millenials	14 – 34**
Generation Z	14 & under

*The Leadership Challenge, Kouzes and Pozner

**Some researchers use 14 while others use 17 as top age of Generation Z. In the webinar, I used 14.

Copyright Dee Dee Raap 2014. All Rights Reserved.

Mentors

A mentor is a trusted advisor, a teacher, someone safe. Research shows Millennials respond well to mentoring, a common workplace practice that could help clubs attract more Millennials and help them become leaders.

- Mentors have authentic desires to be involved with/help a younger person
- Mentors have values like respect, patience, optimism, kindness and compassion
- Mentors are positive people with good communication and team skills, and they're committed to the club's future

Mentor Relationships

Young people want:

- Fun
- Growth
- Make a difference—cause related
- See how they can move up in an organization
- Positive role models committed to their success

Mentoring Challenges

- Not understanding other generations
- Wanting things to be our way because we created it
- Not being ready to let go or teach others “how”
- Thinking we know best and want it done our way only

Leaders turn the challenges into positives with statements like these:

- *“Let's help them understand—but let's also be open to their ideas ”*
- *“Let's show them what it takes to lead—and help them learn those skills”*
- *“Let's help them get ready”*
- *“Let's not insist on our way”*
- *“Let's tell them ‘The Why’”*
- *“Let's ask them how they can help us be better!”*

Club Mentoring Strategies

- Identify who would make good mentors for young people (positive attitude!)
- Survey young snowmobilers to identify what they might know about you, and what they might want/need from your club to join and be active
- Develop a program that inspires mentorship and grows new leaders
- Use “co” leadership positions to train, groom and teach young people how to lead.
- Be able to state why your club matters, what you accomplish, and why becoming a leader can make a real difference
- Develop strategies for each age group.

To Inspire Seniors to Mentor:

- Show them how being a mentor honors their experience and skills.
- Take time for personal touch. Hand write thank you notes.
- Honor their hard work and legacy with plaques and pins, things that symbolize their achievement as a mentor.
- Give them photos of them with mentees.

To Inspire Baby Boomers to Mentor:

- Give them lots of public recognition and praise for being a mentor.
- Give them a chance to prove themselves & help develop the program.
- Give them perks that show status as a mentor.
- Help them gain name recognition throughout your club and association.
- Help them get quoted in snowmobile publications about being a mentor.

To Inspire Generation Xers to Mentor:

- Encourage them to make mentoring fun.
- Let them use technology to mentor.

To mentor Generation Xers:

- Allow them control of prioritizing.
- Provide constant, constructive feedback.
- Use the latest computer technology to be as efficient as possible.
- Don't reward people for doing nothing. Gen Xers don't crave status symbols, but resent it when others get visible, expensive recognition and haven't earned it.

To mentor Millennials:

- Learn about their personal goals, show how those goals mesh with organizational goals.
- Be truly equal, and be sensitive to potential conflict with Gen X.
- Establish mentor programs—key word for Millennials.
- Provide lots of opportunities for education and skill building.
- Be flexible and use their talents to find ways to improve your club.

Copyright Dee Dee Raap 2014. All Rights Reserved.



Dee Dee Raap believes leadership is one of life's greatest journeys AND biggest challenges, and she has the skills and experience to help YOU be the best leader you can be.

*Dee Dee is a professional speaker with 18 years of experience training organizations and coaching individuals to be great leaders. Her clients include government, business & non-profit organizations. She is the author of **JourneyWords: 52 Strategies to Achieve Great Service**, and is currently creating an ebook called, **Leading to Achieve Great Service**.*

For more information on Dee Dee as a coach, speaker or for her listing of webinars, please contact Dee Dee at 605-371-2299, or by email: deedee@deedeeraap.com.