

Mentoring Program Overview

Mission Statement

The Committee has collaborated to develop a program to provide for the professional growth of early career mediators referred to in this program as *Mentees*. For Mentees, this process is meant to bridge the gap between completion of training and then transition to the practical application of that knowledge into the action of mediation.

Exactly what is Mentoring?

Mentoring is the process of one person guiding and providing insight to another person to support self-learning, skill development, improved performance and realization of goals.

MACRO and MCDR are at the forefront of setting mediator performance and ethical standards throughout the state of Maryland. MCDR now can expand this effort by offering Mentors the opportunity to be paired with a Mentee over the course of a year, offering advice, guidance, knowledge sharing, and discussion.

Pilot Program

Although success can never be guaranteed, this is a new program we strongly want to succeed. To that end, MCDR will implement a Pilot Program for a 90-day mentoring period comprising 3-4 pairs. All the paired professionals will be given the opportunity to transition into the more formal time period of 6-12 months, should both desire to do so.

Training Prior to Mentoring

Mentors and Mentees must participate in a 3-hour training session consisting of a 2-hour joint session and a 1-hour separate session.

Matching Mentor/Mentee Pairs

Mentors and Mentees will be matched based in part upon interests and expertise in such areas as for example, Family, Property or Employment issues. The committee will also consider other factors when making a match including stated communication styles to best facilitate the ease of information and feedback transfer.

COVID Update

Training and Mentoring sessions will be held virtually until they can again be held in person. Until that time, we will be using ZOOM as our platform. MCDR holds a commercial license allowing professional use of the platform. During the training session you will be given instruction on using ZOOM.

For more information and instruction on registration for the Pilot Programs or formal mentoring please contact Stirling Phillips:

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