



St David's Mentorship Program – Framework & Roll Out



Introduction

What is the Mentorship Program and Why become a Mentor/Mentee?

What is the Mentorship Programme about?

- The St David's Mentorship Programme serves to connect knowledge seekers (mentees) with knowledge bearers (mentors) across various generations and life stages within the broader St David's Marist Inanda Community (New Boys, Current Boys, Old Boys – Local and Diaspora).
- This connection is of mutual benefit to both parties and facilitates knowledge transfer, guidance, social and business networking, together with new ways of thinking.



Why become a Mentor?

There are numerous benefits to becoming a St David's Mentor, including:

- Helping to guide a young man into young adulthood outside of the school environment.
- Making a tangible difference in a young man's life.
- Providing a different perspective to the mentee's life outlook.
- Assisting in the mentee's well-being, life path and career guidance.
- Giving back to the broader SDMI Community.
- Helping to continue the SDMI legacy and ethos of a life-long brotherhood.
- Connecting with the vast SDMI Old Boys Network around the world (UK, USA, Australia and beyond).



Suggested Mentor Groups

- Newly Matriculated/Post-Matric (1 year out of school) with Current Matriculants (Grade 12)
- Existing Varsity Going (2nd year+) with New Varsity Going (1st year)
- Postgraduate with Early Career
- Early Career with Mid Career
- Mid Career with Veteran Career



Mentorship Intake framework



What commitment is required of me if paired with mentee?

- A Mentor is required to sign a 1-year contract with the Mentee and agrees to observe the various guidelines set out in effectively taking on this role
- A Mentor will have the opportunity to take on a minimum of 1 and a maximum of 2 boys to mentor per year.
- You will be required to have a minimum of one 1hr meeting once every 3 months with your Mentee.
- You will be required to give high-level Feedback to the Program.
- Attend a Mentorship Debrief meeting twice a year.



What happens post 1 year Mentorship period between Mentor/Mentee?

- The Mentor may apply to take on new Mentees.
- The existing Mentee/Mentor relationship may continue based on the Pair's mutual willingness. A new contract can be established, or a more social environment can be facilitated (please expand on this?)
- A Mentee will be eligible to become a Mentor.

