



# How to Create a NESAs Mentoring Program

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# This Presentation's Focus

- Supporting Individual Mentors
- Building a Scalable Mentorship Model
- Practical Tools You Can Use Immediately

# Youth Protection Foundations

- Two-Deep Leadership: Always
- No private digital communication
- Transparency at all times
- Document concerns
  - Report early, not late
  - Protect trust, don't assume it

# What is Mentorship?

- Built on trust
- Modeled behavior
- Encouragement with purpose

# Mentor's Role in Scouting

- Scout-led advancement
- Guide, don't direct
- Ask, don't decide

# What Mentorship is Not

- Managing the Scout's timeline
- Solving problems for them
- Taking over projects
- Rewriting their work

# Start with Purpose

- Why this Scout?
- Why now?
- What needs to change?

# Needs Assessment

- Skills gaps
- Confidence gaps
- Execution gaps

# Define Clear Goals

- Specific
- Observable
- Measurable

# Build the Path

- Combine needs + best practices
- Guide the process
- Maintain Scout ownership

# Balance the Relationship

- Support vs. Independence
- Encouragement vs. Accountability
- Relationship vs. Results

# Mutual Agreement

- Shared goals
- Clear action steps
- Defined success

# Matching Mentors & Mentees

- Communication style
- Experience relevance
- Temperament fit

# Build a Strong Mentor Pool

- Diverse backgrounds
- Varied skill sets
- Willingness to invest

# Establish the Partnerships

- Agreement on goals
- Agreement on process
- Agreement on outcomes

# Support the Pairing

- Resources
- Feedback structure
- Ongoing support

# Feedback and Momentum

- Regular check-ins
- Honest reflection
- Adjust as needed

# Celebrate Progress

- Small wins matter
- Reinforce growth
- Build momentum

# The Mentorship Framework

- 10 Core Components
- Structure drives consistency
- Consistency drives results

# Core Components (1-5)

- Clear purpose
- Shared expectations
- Defined goals
- Action plan
- Ground rules

# Core Components (6-10)

- Communication plan
- Confidentiality
- Accountability
- Success metrics
- Closure plan

# Ground Rules Matter

- Respect time
- Stay prepared
- Communicate directly

# Roles in Practice

## Mentee:

- Sets agenda
- Drives discussion

## Mentor:

- Listens
- Questions
- Guides

# Communication Standard

- Two-way
- Open
- Direct
- Documented when needed

# Address Issues Early

- Don't let problems linger
- Speak up quickly
- Adjust before breakdown

# Closure Conversations

- If it worked...reflect & grow
- If it didn't...learn & reset
- Always define next steps

# Build a Work Plan

- Goals
- Tasks
- Resources
- Timeline

# Measure Progress

- Checkpoints
- Feedback loops
- Defined success criteria

# Scaling to Council Level

- Start with vision
- Identify need areas
- Focus where impact is highest

# Program Structure

- Set guidelines
- Define mentor criteria
- Build leadership team

# Train & Equip

- Align expectations
- Provide tools
- Support continuously

# Identify Candidates

- Who benefits most?
- Where is support lacking?
- Where can mentorship move the needle?

# Use Available Resources

- National guidance (NESA)
- Local adaptation
- Start before it's perfect

# Discussion

Questions  
Scenarios  
Challenges

## Final Thought

Mentorship improves  
when it's intentional.

# Call to Action

- Start one strong pairing
- Build consistency
- Think beyond the individual

# Satisfaction Survey

## Thank You!

We would like to thank everyone for their participation today.

Please follow the QR Code to the right and complete a satisfaction survey.

Feedback is a gift!

Below is the preview of your QR code.



Website Link: <https://forms.gle/tmW8Ka2iMaiQ1a7m6>