



## Mentoring Others

### A Mentor's Guide To Assisting Area Directors

The purpose of this guide is to provide Mentors with some ideas and direction on working with the Area Directors they assist. As this is intended as a loose framework (rather than a strict plan), Mentors are encouraged to inject their own style and creativity to the mentoring process. Remember that the purpose of being a Mentor is for an established Area Director to leverage their experience and abilities to motivate, enlarge and empower other Area Directors. Thus any means or method to that end is encouraged to be employed.

**Action Items:** Things Mentors can do in working with the Area Directors they assist.

- ❑ Ensure that Area Directors are not only visiting their Chapters each month, but they are doing so in a manner that adds value to the membership... giving training or presentations... offering insights, guidance and direction... attending board meetings... giving a referral or bringing a guest.
- ❑ Ensure that Area Directors are interacting with other Area Directors and attending organizational events as a means to effectively opening their network of Chapters and members to other networks of Chapters and members.
- ❑ Ensure that Area Directors are appropriately addressing Chapters and members related to organizational and operational issues as well as short-circuiting or minimizing actual or potential controversy.
- ❑ Ensure that Area Directors are working with Chapters to set goals as well as periodically comparing those goals to actual results.
- ❑ Ensure that Area Directors are working with Chapter to formulate (and follow through with) plans to grow the membership and generate more referrals.
- ❑ Ensure that the Area Directors remain active in trying to identify potential members for existing and new Chapters.

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- ❑ Encourage the Area Directors to periodically access the Director Only section of [www.amspirit.com](http://www.amspirit.com) not only to retrieve training and other support materials but also to (1) personally and professionally develop themselves via Director Development Shorts and (2) participate in the Sharing Forum – that is both learn from and contribute to.

**Discussion Items:** Topics Mentors can use to converse with Area Directors about their Chapters and members.

- ❑ In each Chapter, what do you see as its strengths (and how do we capitalize on them)?
- ❑ In each Chapter, what do you see as its weakness (and how do we minimize their impact)?
- ❑ In each Chapter, what are the three (3) primary issues (and what are our options for addressing them)?
- ❑ Given the current membership, who would be on your leadership dream team in each Chapter?
- ❑ Who do you see as the key players in each Chapter?
- ❑ In each Chapter, with whom do you have the best working relationship (and why)?
- ❑ In each Chapter, with whom would it be beneficial to forge a better relationship (and how would you advocate achieving this)?

## **MOTIVATE . ENLARGE . EMPOWER**

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