Our next Brown Bag is this coming Tuesday, August 18th, in 120 USB II. Please join me in a discussion around how we can leverage our leadership experience through coaching and mentoring.

With the number of ITLP alumni increasing, is there a way to continue to develop leaders within the IT community through mentoring and/or coaching our colleagues? What would that look like?

I've been working with a newly-formed committee that is looking at developing a program. Things we've considered in our discussions are:

- level of commitment
- length of participation
- formal/informal program
- assessments for skills and interest level
- sustainability of the program

Pat Kohrman added the following resources:

- [http://www.educause.edu/ECAR/ITLeadershipDevelopmentTheUniv/169210](http://www.educause.edu/ECAR/ITLeadershipDevelopmentTheUniv/169210)
- [http://www.educause.edu/mentoring](http://www.educause.edu/mentoring)

Robin asked the following question...
Do we know what skills the individual is looking for? Need to do a "needs assessment" of individuals interested in the process. Then a human process of matching those skills to a mentor that has experience in that area.

We discussed the Commission for Women Mentoring Program
Things to emphasize:
- Always a two-way relationship - mentor and protégé
- Commission for Women - good model

Suggestions:
- Could we imitate the "on line dating" process?
- Coaching comes informally and formally
- Part of orientation as well
- Some ITLPers feel more comfortable talking with folks outside of PSU - still talk with their coaching partner monthly
- Should be some confidentiality as well - folks that are matched might not mesh
- Take the MOR notebook - list the topics or skills - have ITLPers list what "leadership skills" are there - make a place where ITLPers can list themselves in their areas of strength. Publicize that to have others look for areas they need
- Also list "demographic" data on the ITLPers - where they work, if supervisor, etc., years experience in IT, if there are times that you can't be available
- Christy Long chairs the Comission for Women Leadership program
- Robin checking with Brian to see if she can use quotes from IT staff about the ITLP program - use in promotional materials
- Use terms - Creating leaderful communities -
- possible call "coaching on demand"
- like SCORE - create a pool of experience
- Do we need to list as "coaching" or "mentoring"?