



IOWA ACTIVITIES DIRECTOR MENTOR LEADERSHIP PROGRAM

Mentor-Mentee Initial Conversation Starters

- *What do I know?*
- *What do I need to know?*
- *Where do I begin?*
- *Recognize, Reflect, Respect and Leave the Jersey in a Better Place.*

1. The Interview

- What do you remember about your interview?
- What was the administrative team's focus during the interview?
- If coaches/sponsors were involved in the interview process, what did they value?
- If you met with students, what was shared?
- If parents were involved, what did you hear from the community group?
- Why were you hired?

2. The Process

- What is your purpose?
- What are your core values?
- What do you believe about learning, coaching, and leading?
- How will you build relationships?
- How will you communicate your beliefs and your expectations?
- What will you include in your first staff communications?
- How will you build your staff meeting to communicate your beliefs and expectations?

3. The Culture

- What do you know about the program culture?
- What does your staff believe about students, coaching, and their responsibilities as professionals?
- What are the program goals?
- How will you identify obstacles and opportunities and turn trials to triumphs?
- What are acceptable and unacceptable behaviors?
- What will be your focus in one-to-one meetings with staff members?

"An organization can only become the-best-version-of-itself to the extent that the people who drive that organization are striving to become better-versions-of-themselves". Matthew Kelly