

Mentorship Program Guidelines

Mentor Requirements

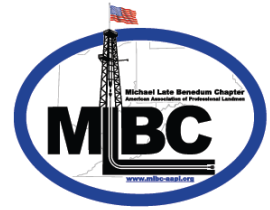
- Must be an active member of MLBC in good standing.
- Must be CPL or RPL with no less than seven (7) years of experience in “Qualifying Landwork” as defined by AAPL.
- Must commit to actively engage a mentee for the purposes of professional development and support.
- Must be a skilled landman who exhibits the qualities of professionalism and professional competence.
- Must commit to one (1) full year of mentorship.

Mentee Requirements

- Must be an active or student member of MLBC in good standing.
- Must be:
 - Actively engaged, full time, in “Qualifying Landwork,” as defined by AAPL, with less than 7 years of industry experience;
 - OR
 - Actively engaged, full time, in “Qualifying Landwork,” as defined by AAPL, with more than 7 years of industry experience and clearly exhibit the intention to learn a new function of land work you have little or no experience in;
 - OR
 - A college student enrolled full time in an AAPL-accredited land management program;
 - OR
 - Enrolled full time in an accredited college or university and clearly exhibit an intention to join the land profession upon graduation.

NOTE: Mentee applications from students enrolled in AAPL-Accredited energy land management programs will be given preference over other student mentee applications.

- Must commit to conduct oneself in a professional manner, seeking guidance from the mentor with respect and candor.
- Must commit to one (1) full year of mentorship.



General Guidelines

- The mentorship program is designed to facilitate professional development and establish a support system for the mentee.
- The mentor's goal should be to serve as a role model in professional matters, a confidential source the mentee can look to for guidance with work-related issues.
- Both parties should commit to active engagement and an open dialogue based on candor.
- Each party should use discernment in choosing what matters to discuss with the other; matters confidential to an employer, client, or any other, should not be discussed, while matters personal in nature may be acceptable under appropriate circumstances.
- Provide feedback to the Mentorship Program Chair. If you have any issues, questions, or suggestions for improvement don't hesitate to reach out and let us know.

Guidelines for Mentors

- Get to know the mentee; try to meet face-to-face at least once per quarter and more often if possible. Make it a point to speak with the mentee in some way at least once every 30 days.
- Try to understand his/her background and set professional goals you'd like to see that person accomplish. Goals should be specific, measurable, attainable, relevant, and time-bound.
- Make specific recommendations regarding areas of improvement. At the same time, be humble and willing to learn if the opportunity presents itself.
- Set boundaries. Avoid giving technical advice when it would be best given by the mentee's own supervisor, employer, or client. Instead, provide advice on how best to approach the supervisor or how to tactfully present an opposing viewpoint.

Guidelines for Mentees

- Mentors likely have a busy schedule. Show initiative by getting the ball rolling – “reach out” – but don't be incessant.
- Show respect for the mentor's time and effort by being prepared, on time, and responsive. Make yourself available when needed.
- Show a learning attitude. Listen to what the mentor is trying to say and ask questions to ensure you understand.
- Don't seek immediate personal benefit or career advancement. Instead, seek to gather insight and wisdom from the mentor that have been acquired through years of experience.