

**The Henry Latimer Center for Professionalism
and The Florida Bar**

*“Mentoring matters and
YOU can make the difference”*

Greetings!

The Florida Bar and the Henry Latimer Center for Professionalism are excited to hear that your organization is interested in starting a mentoring program. Mentoring is a cornerstone concept that has been used for many years to aid in fostering personal achievements and offering guidance to novices of a profession. There are six basic types of mentoring:

- *Self – Taking control of one’s own personal development.*
- *Episodic – Getting together for a brief amount of time and gaining practical knowledge from experience usually at an event (i.e. luncheon, conference, social, picnic).*
- *Reverse – Changing positions in which the mentee is guiding the mentor (i.e. new lawyer teaches seasoned attorney about social media).*
- *Electronic – Offering guidance and wisdom via email or other technology sources (i.e. chat, text, instant message).*
- *Group – One mentor leading a group of individuals.*
- *Traditional – Two people paired up for a mentor/mentee relationship.*

Your organization must find the style of mentoring that is the right fit and that will advance the purpose and goals you desire to achieve. Enclosed with this letter you will find materials that will assist in starting a traditional mentoring program. The manual was crafted in such a way to allow any organization to customize the mentoring program by entering their name or relevant information in the areas where brackets appear. Everything that you need to start the program is enclosed including an instructional teaching PowerPoint for conducting a mentor training. The Henry Latimer Center for Professionalism is here to guide you through this process as an invaluable resource to assure that your program succeeds. In exchange for this guidance we ask that you annually inform us on the progress of your mentoring program. An evaluation form has been included with your material to make this task a little easier. Information included on the evaluation form will be publicized on our website as a resource to showcase mentoring programs on a statewide level. Please contact the Center at (850) 561-5747 if you need further assistance with starting your mentoring program. Together we can make a difference!

Jacina Haston
Director