

SHARING wisdom
and insights with the
next generation of
public managers

MEN

National Forum for Black Public Administrators



FOR PROGRAM

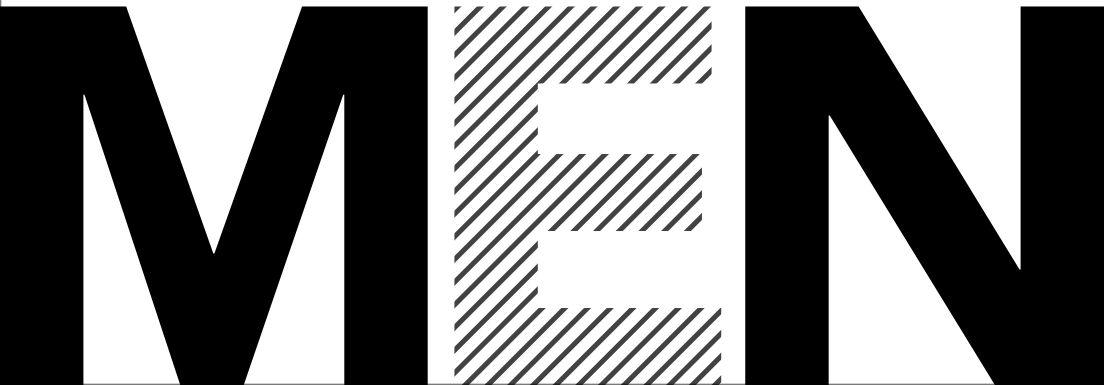
The Program

Many of our nation's most respected executives, in both the public and private sectors, cite the support, influence and encouragement of a mentor as a contributing reason for their success. As an organization dedicated to grooming black administrators for the challenges of senior management positions in the public sector, the National Forum for Black Public Administrators is firmly committed to fostering mentoring relationships that will increase career opportunities for the "next generation of black public managers."

With this commitment in mind, in 1987 NFBPA launched the Mentor Program, a unique program designed to positively impact the professional development of emerging public administrators. The program is an intensive, eight-month initiative with a two-fold focus. First, emphasis is placed on skills building, with specialized workshops offered during two group meetings. The second, and equally important, focus is embodied in informal interaction between mentors and protégés throughout the program period.

Program Benefits

Among the benefits of participation in the Mentor Program are the following: Unique access to and the opportunity to interact with a prominent local government executive on a one-to-one basis; seek advice and counsel from someone who's "been there;" the opportunity to develop a strategic career plan with the assistance of a successful executive; heightened awareness of career opportunities in the public sector; the opportunity to network with black professionals from across the country.





The Participants

Annually, a search is conducted to identify aspiring public managers who show great promise of achieving executive positions in public service. NFBPA will match each of these professionals with a seasoned black executive. NFBPA has identified a pool of highly successful black public officials who are eager to share the insight and wisdom acquired from many years in the management ranks, with younger, career-minded professionals who aspire to achieve executive positions in public service.

Following the identification of the participants, mentors are selected from the pool and matched on a one-to-one basis with each participant. Those selected to participate in the Mentor Program retain their jobs and professional responsibilities during the course of the program. Whenever possible, participants are matched with mentors who live and work within a 50-mile radius, thus supporting frequent face-to-face interaction and telephone meetings. Supplementing face-to-face meetings with video conferencing is also an option for the mentor and protégé.



Participant Profile

- **Bachelor's Degree** (required)
- **Master's Degree** (preferred)
- **Minimum of two years** professional work experience, preferably in an administrative capacity
- **Demonstrated participation** and involvement in community, civic, professional and social activities
- **Interest in and commitment to** achieving an executive position in the public or not-for-profit employment sectors.

Program Requirements

Persons selected to participate in the Mentor Program will be required to complete a number of important tasks. At a minimum, the following is required:

- **Demonstrated interest in and commitment to** developing and sustaining a mutually-supportive relationship with a mentor.
- **Commitment to developing** a detailed, individualized work program and strategic career plan.
- **Willingness to undertake and complete** a special project to benefit one's employer or problem facing your community.
- **Availability and commitment to** attend kick-off and mid-year workshops, group call-ins, webinars and other venues of group discussions.
- **Submission of monthly status reports** on the progress achieved in the mentoring relationship.
- **Commitment to** schedule and attend frequent "team meetings" with a mentor.





Recruitment & Selection Timetable

- **Recruitment and Solicitation of Participants:** August 1-30
- **Participants Notification:** September 15
- **Kick-off/Orientation:** October
- **Mid-Program Workshop in Washington, D.C.:** February/March

Program Expenses

The program fee subsidizes partial costs associated with lodging, programming and group meals. The yearly Mentor Program fee is \$900 for program participation only and does not include membership or registration for NFBPA's annual conference (FORUM).

Participants may choose to pay a total cost of \$1,695 for Non-Members which covers the Mentor Program fee (\$900), Membership (\$200) and FORUM Registration (\$595) or \$1,495 for current members which covers the Mentor Program fee (\$900) plus FORUM registration (\$595).

Participants are responsible for the costs of their own travel to the orientation and mid-year training sessions, and to attend the annual conference (FORUM).

Candidates selected to participate in the Mentor Program are required to join the NFBPA and maintain membership for the duration of the program. The Mentor Program Graduation is held in conjunction with the annual conference.



Go to www.nfbpa.org to download
the **Mentor Program** application package

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