



# EMERGING LEADERS OF TAMPA BAY

THE GREATER TAMPA CHAMBER OF COMMERCE

## Welcome to the Emerge Leaders of Tampa Bay's 2019 Protégé Program!

We are thrilled to welcome you to our 2019 Mentor-Protégé Program. Take a moment to review the following documents. You should refer to these assignments as a guide to facilitate conversation and discussion between protégé and mentor on a variety of subject matters.

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A pillar of Emerging Leaders of Tampa Bay is the "Mentor-Protégé Program." This exclusive mentoring program aims to develop long-term mutually beneficial relationships between experienced business leaders and motivated emerging professionals. Protégés will graduate from the program with an action plan for their personal success.

The Mentor-Protégé Program is a commitment. Participants will be held to the highest standards of professionalism to ensure that the integrity and quality of our program is maintained.

### **Expectations of Protégés and Mentors:**

- Attend Protégé Kick-off (February 25, 2019)
- Meet with your mentor/protégé at least once a month for the duration of the program
- It is the Protégé's responsibility to reach out to the Mentor to set up these meetings
- Respect the confidential nature of conversations with your mentor/protégé
- Be flexible, open and honest
- Complete all assignments
- Attend "Graduation" at our Emerging Leaders of Tampa Bay Annual Meeting (Nov.)
- Complete exit survey that will help improve our future program classes



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**Protégé Program Outline**

<b><u>Meeting</u></b>	<b><u>Focus</u></b>
<b>Assignment # 1 COMPLETED</b>	Goals and Expectations
<b>Assignment # 2 COMPLETED</b>	Leadership and SWOT
<b>Assignment # 3</b>	Career Development
<b>Assignment # 4</b>	Networking
<b>Assignment # 5</b>	Community Involvement
<b>Assignment # 6</b>	Staying Relevant
<b>Assignment # 7</b>	Negotiations and Leveraging Yourself
<b>Assignment # 8</b>	5-Year Strategic Plan

Please note - these assignments are to help facilitate discussion between mentors and protégés. Feel free to discuss additional topics affecting you personally that you may want to develop. Some examples are:

- Personal Branding
- Time Management
- Conflict Resolution
- Communication Skills
- Innovation/Creativity
- Public Speaking
- Marketing
- Social Media
- Higher Education
- Situational Leadership

## Goals and Agenda

### Goals:

- To develop long-term mutually beneficial relationships between experienced business leaders and motivated emerging professionals.
- Protégés will graduate from the Program with a strategic plan for their personal success.

### Protégé Portfolio:

As each protégé progresses through the program, they will develop a portfolio of personal assignments that will serve as a guide to their program experience and personal growth. The portfolio will be an essential tool to provoke internal assessment and insightful discussion within the mentor pairing. The written aspect will encourage productive reflection and provide each protégé with a reference for the lessons learned and conversations had with their mentors after the program concludes. Protégés will be asked to complete assignments for review and discussion with their mentor during their regular meetings and will be prompted each month with the tasks to be completed.

The assignments are only for the benefit of the participant and will not be evaluated by anyone else. As a result, you are accountable only to yourself and your mentor. We recommend that you email your assignments to your mentor several days before your meeting, so they have ample time to review and prepare. A hard copy should also be brought to your meeting.

### Program Schedule:

There will be four quarterly events that we encourage mentors and protégés to attend:

Month:	Event:
February 25, 2019	Attend Mentor Protégé Kickoff
June	Mid-Year Check-In Event
July	Mentor Protégé Volunteer Event
November	ELTB Annual Meeting and Exit Survey

**\* Mentors and Protégés are encouraged to attend community and Chamber events together periodically throughout the year. Click [here](#) to view upcoming Chamber events.**



**Assignment # 3**  
**Career Development**

**1. Discuss Career Plan**

Discuss current career, past careers, and possible future careers. Please, include any transitions in industry, positions, company changes, and why the changes occurred. Discuss current challenges and opportunities associated with your career. Upon reviewing your past and current careers, look to create a vision for future career opportunities. Once you've outlined the vision for future career opportunities, start creating an action plan to accomplish your vision. Begin with a 6-month plan of action and goals that will move you towards your vision. Use the chart below as a point of reference. *If you have participated in the Protégé Program in the past, reflect on your past goals for career development. Have you achieved those goals? What steps can you take with your mentor this year to get you closer to your long-term goals?*

<p><b><u>Past Careers &amp; Why You Changed:</u></b></p> <hr/> <hr/>
<p><b><u>Current Career &amp; Challenges/Opportunities:</u></b></p> <hr/> <hr/>
<p><b><u>Vision of Future Career &amp; Why:</u></b></p> <hr/> <hr/>
<p><b><u>6-Month Action Plan:</u></b></p> <hr/> <hr/>

*\*Purpose of this discussion is to highlight past career moves and how you are positioning yourself for your future career. Are you setting yourself up for your future career, or is your career track and vision different?*