



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

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



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Assignment # 7

Negotiating and Leveraging Yourself

1. Discuss the art of negotiating.

Almost every aspect of our life can be influenced by negotiating. From the boardroom to the home, we negotiate corporate deals, and we negotiate who is making dinner and who is doing dishes. Often the biggest aspect of negotiating in our careers is when we ask for a raise or when we are evaluating new career opportunities. Consider discussing the following points:

- What are some of the different situations that you have negotiated (work/sales, salary, personal life)?
- What were the obstacles and how did you handle adversity?
- What would you have done if they said no?
- How do you handle bad negotiations or deadlines?
- What are some tricks and techniques that you have learned from your experience? Is there something that you wished you had known prior?

Discuss the ability to negotiate different aspects of an opportunity when you know there is one point that you cannot change. For example: You may not be able to negotiate higher salary, but you may be able to negotiate additional vacation time or the opportunity to work from home one day a week.

2. Leveraging yourself.

Many people do not properly leverage themselves or their business when they are negotiating. What is the competitive advantage you or your company provide? What is the value proposition you bring with your experience, ability to act, and/or product? Each situation is different. How you create your value proposition can be the difference between winning and losing an opportunity.

Example value propositions:

- Walmart – low cost provider (price)
- Publix – high customer service (service)
- Whole Foods – superior product (product)

Discuss what would be some key points to creating a value proposition. It is often a blend of the three key aspects of sales: cost, service, and product. Develop a value proposition for yourself or your company that you can use the next time you are in a negotiation.

Often the value proposition that you create will be the value proposition someone leaves you for: lower price/better service/superior product