

Mentorship Program Details

Surety Association of Washington

Objectives

The primary objective of the mentorship program is to create a space for leaders in the industry to give back and share their knowledge with the next surety generation. Along the way, this of course is also an opportunity to forge new relationships, encourage professional development, and expand networks.

Speaking for both mentors and mentees, you only get out what you put in. We recognize a fair share of conversations between mentors and mentees will feel rather organic. In any case, below are some suggested topics that can be used to get the ball rolling, or as an agenda. Feel free to use these in whatever capacity you would like, but do not be afraid to tailor the mentorship program to what fits best for the individual mentor and mentees.

Suggested Talking Points

- A lesson you wish you learned earlier
- How to become a trusted advisor
- How did you get into Surety?
- Difficult skills to develop
- How to deliver challenging discussions such as declinations

Mentor Qualifications

Minimum seven years related industry experience whether it be as an Agent, Underwriter, CPA, etc. Willingness to share their time, skills, and knowledge base.

Mentee Qualifications

No minimum experience required. Willingness to learn, ask questions, and grow.

Duration

The total program will last for two months beginning in October. Each month, mentor/mentee placements will rotate. Therefore, each mentor will interact with two different mentees and each mentee will spend time with two different mentors. November will be the last month of the program.

Meeting Format and Frequency

How often each mentor and mentee meets is up to the individuals, though we would suggest connecting at least twice during the one month rotation. How you meet should be what both individuals are comfortable with and also what works best with your schedules. Anything from a phone call, virtual meeting, and in-person socially distanced outdoor meeting...whatever *all* parties are comfortable with.

Mentee Placement

Each mentor will provide a brief bio with their background, education, personal blurb, and contact information. After mentors have been selected, we will open the application process for mentees and limit participants based on availability. In submitting their applications, mentees will have the opportunity to review each mentor's bio and outline their preferred mentor matches directly to SAW. The board members of SAW will review the confidential mentee applications and best match to the available mentors while taking preferences and industry experience in mind.

Mentor Application Process

If you would like to apply, please send an email to secretary@sawonline.org with the completed mentor application form. **Applications are due by September 11th, 2020.**

Mentee Application Process

If you would like to apply, please send an email to secretary@sawonline.org with the completed mentee application form. Spaces will be limited to the number of mentors available, and granted on a first-come-first-serve basis. **Applications are due by September 18th, 2020.**

Selecting your mentor preferences will not be available until September 14th but if you would like to reserve your spot as a mentee beforehand, please send an email to secretary@sawonline.org relaying your commitment to the program. Please note in doing so, this will not guarantee your spot in the program as again, the number of mentee participants will be limited based on the mentor pool size. Reservations will be granted on a first-come-first-serve basis.

For any additional questions or concerns, please reach out to secretary@sawonline.org