

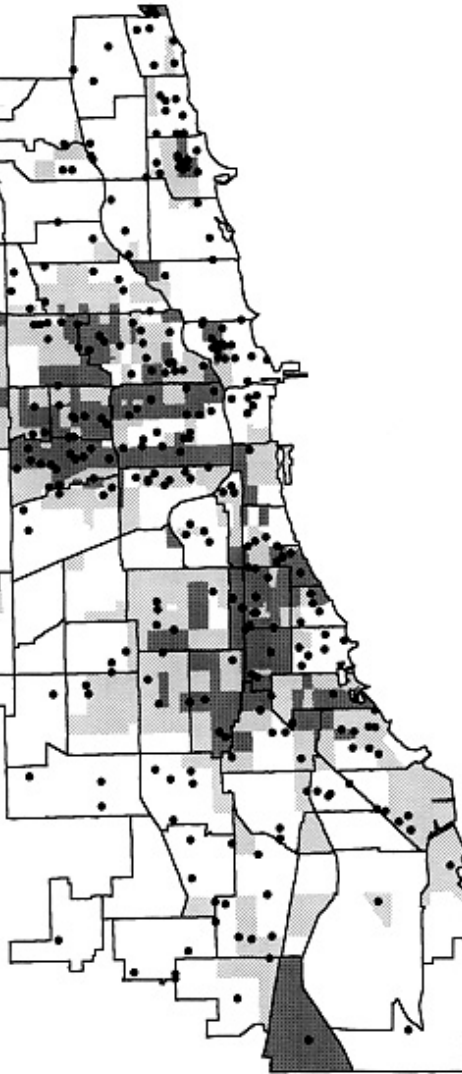
ROLE OF LEADERS in a Tutor/Mentor Connection

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What will it take to assure that all youth in every poverty area of Chicago are entering careers by age 25?

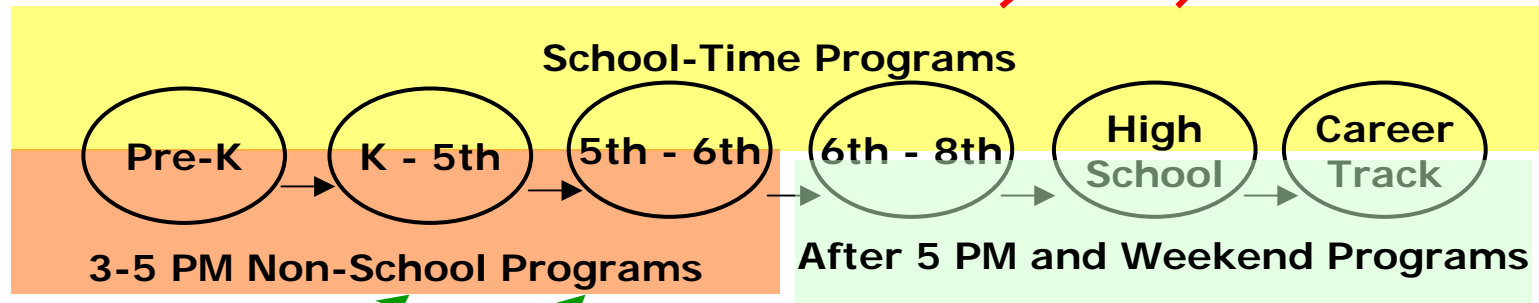
How can you and your industry help?

Map of Chicago (Shaded areas are highest poverty.)



T/MC Goal: Help inner-city youth reach Careers.

To SUCCEED
We must recruit business leaders who will use their resources in **PULLING** Youth to Careers



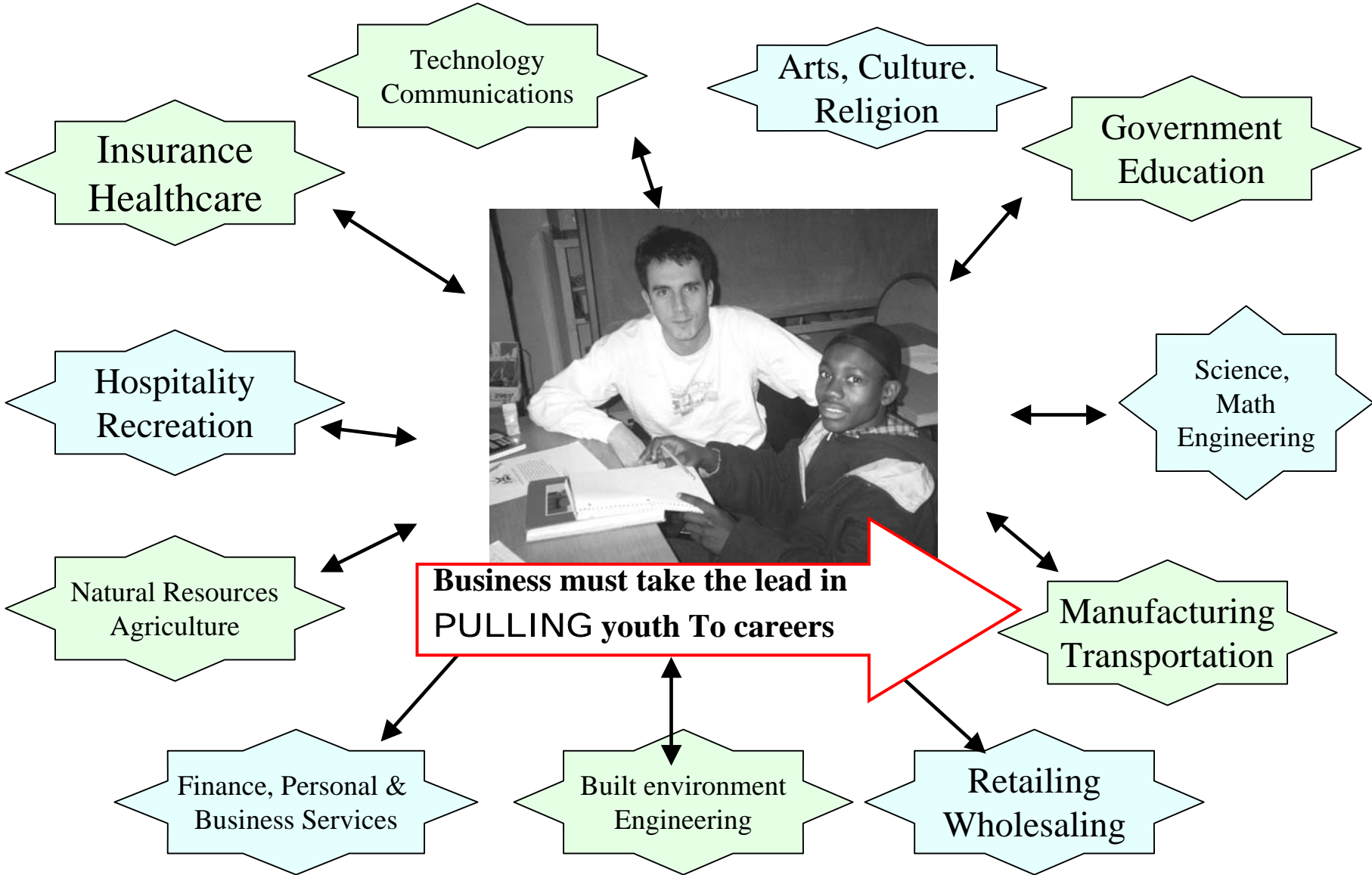
To SUCCEED
We must help tutor/mentor program leaders, volunteers, schools and parents be more effective in **PUSHING** Youth to Careers

For all kids this is a 25 year process. For children born in poverty it's a more difficult journey.

What is involved? What does a leader do?

The following pages show steps a leader can take to assure that comprehensive mentoring-to-career programs are in every poverty area, or near every poorly performing school.

Leaders are needed from every sector: business, professions, civic, education, religion and social sectors.



Step 1. Leadership Commitment

Make a top-level commitment to support youth development as part of a diversity and workforce development strategy

If the leader does not really believe in this strategy, there will be few followers willing to make the extra effort needed for truly innovative work.

Step 2. Appoint a “get it done” leader

Appoint senior manager as the CEO’s personal representative

Recruit a leader from your organization’s marketing or strategic planning. Involve people who have responsibility for growing the company's business. These are people who see opportunities where others see limits. These are people who always see a glass as “half full”.

Step 3. Do your homework.

Establish a forum (research and planning team) to review and prioritize involvement opportunities

What are the needs? What is the organization doing now to meet these needs? What is the organization doing within a one-mile radius of its facilities, or where employees live?

Find out what the competition is doing. What are innovations that could boost company profits, morale, productivity while helping develop a future generation of productive workers and loyal customers. Link to Internet libraries where this information is available for all employees, not just your planning team.

Step 4. Advertise. Educate. Communicate.

Begin a communications and advocacy program

Use company web site, newsletter, bulletin board, advertising, in-store marketing, etc to show why it is important for the organization and its members to get involved in mentoring-to-career programs. Profile employees, customers, or friends/family members who are already involved with tutor/mentor programs. Build web links to tutor/mentor programs that already exist, or that already get funding from the company.

This leadership role seems the most difficult for organizations to take, yet it is the least expensive and has the highest impact.

Step 5. Recognition leads to Expansion.

Provide recognition for those who become involved, such as breakfast with the CEO.

Profiling volunteers and the programs where they volunteer not only recognizes volunteer involvement, but shares examples of effective practice and encourages others to volunteer, or provide financial support, to the same organization.

Step 6. Encourage networking.

Provide a forum for volunteers to network and share their experiences within the company and with others in the city.

This encourages others to become involved. It also builds volunteers for your strategic planning team. Build a web page where employees can post information about the places where they volunteer and ask for help or share information. Companies with multiple locations in a city or across the nation can help workers develop informal relationships with each other. These can lead to greater worker productivity and can impact diversity goals within an organization.

Step 7. Year to year growth & improvement.

No successful enterprise was built in a day, week or even a few years. Why should a successful mentoring-to-career program be any different?

A CEO understands this. He/she encourages constant improvement in the enterprise. The CEO who asks for a review of the company's progress and results on the above steps shows that his/her commitment is a priority. Each year as the CEO and members of the organization look back at results they will be amazed by the growth over a period of years in what they have accomplished.

Use the [OHATS system](http://www.tutormentorexchange.net) at www.tutormentorexchange.net to document the progress of your organization in building knowledge, increasing public awareness, increasing employee involvement and the flow of resources to tutor/mentor programs.

Many are already providing this type of leadership.

If you are one, please contact the T/MC so we can unite with you, or you can add your support to capacity building actions in the Chicago region.

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**If Cabrini Connections was no longer
leading this process...**

Can you provide that leadership?

Will you?

THE RESULT

More youth stay in school, are safe in non-school hours, graduate, and move to careers

Better programs in more places for more age groups

Building Better Understanding of Needs, Opportunities

Actions that increase the flow of resources to each program

Building a network of tutor/mentor leaders

Volunteer Mobilization

Database



T/MC Leadership Role

To achieve the outcomes at the top of this pyramid, the work done at the base of this pyramid must continue each year.

As long as there are leaders willing to do this work, there can be a Tutor/Mentor Connection.

Learn more. View other Tutor/Mentor Connection Power Point Essays.



Learn more about how you and your company can be leaders in mentoring inner city youth to careers. Visit these web sites:

- * <http://www.tutormentorconnection.org>
- <http://www.tutormentorexchange.net>
- <http://tutormentor.blogspot.com>
- * <http://www.cabriniconnections.net>

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