



*An inter-agency mentoring program of the Providers' Council*

### **Program Overview**

The Leadership Initiative is an inter-agency mentoring program of the Providers' Council that aims to grow the future leaders of the human services sector and to help address the leadership vacuum that will form as many baby boomers retire over the coming years. The program's goals are to:

- Cultivate the leadership skills and enhance the professional development of future leaders of the human services sector.
- Retain the best talent within the sector.
- Create a collaborative environment among member agencies that allows for the sharing of resources, ideas, and knowledge about the sector.

### **Program Structure**

This program is open to employees of Providers' Council member agencies. Mentees are employees with supervisory responsibilities that would like to grow within their organizations. Mentors are senior management level professionals who have knowledge and expertise to share with an emerging leader. In order to ensure that we make the most valuable pairs for both mentors and mentees, our goal is to have as many mentors apply as possible so that we can make the best match based on career goals of mentors as well as geographic location. Unless a mentor notes that they want to be sure they will be paired during that round, we will be adding mentor applications to a pool of potential mentors and pair as appropriate for mentees.

Mentees will be matched with mentors from an agency other than their own based on their professional development goals. Each mentor/mentee pair will meet regularly for a one year period. This will include hour-long meetings (may be face-to-face or virtual) at least once a month..

### **Timeframe**

The Leadership Initiative is always accepting applications for both mentors and mentees.

### **Past Participants Include:**

- Mentors from Northeast Arc, NFI Massachusetts, Bay Cove Human Services, HMEA, Road to Responsibility, The Association for Community Living, Seven Hills Foundation, Providers' Council, JRI, Doc Wayne Youth Services, North Suffolk Mental Health Association, CRJ, Communities for People and Bedford Youth & Family Services, Thrive, Support, & Advocacy
- Mentees have come from: North Suffolk Mental Health Association, UCP Metro Boston, Talking Info. Center, Alternatives, Cambridge Family and Children's Services, SMOC, Justice Resource Institute, WCI, Bristol Elder Services, Choice Community Supports, Community Resource for Justice, The Ledges, ABCD and Doc Wayne Youth Services, Youth Villages, Kennedy-Donovan Center, Roxbury Youthworks, Ascentria, and Lifestream Inc.

**For more information on the mentoring program, please contact  
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