

# *PMA Mentorship Program*

Mentoring is a collaborative partnership in which a senior administrator provides guidance, advice, and encouragement to one with less experience. The Mentee is accountable for drawing out what he/she needs and wants, while the Mentor is accountable for giving knowledge and support when requested. We are hoping this endeavor proves to be more than just answering occasional questions, but an ongoing relationship of learning, dialog, and professional development.

PMA has compiled a list of senior administrators who are willing to become mentors. In a sector where there is a large turnover of staff, new clerks are often faced with challenges and wonder where to turn. We want to be able to provide them with a contact of someone they may ask specific questions to, or even visit your town office and see how you operate on a daily basis.

This is how the process will work:

1. Any new administrators looking to be mentored are encouraged to call the PMA office.
2. A committee will review the list of Mentors to determine those available in that particular region, and best suited to meet the needs of the Mentee.
3. PMA will act as the organizer and make arrangements for both parties to talk and/or meet. (Please be advised that any costs incurred for travel, etc. will be the responsibility of the Mentee and/or their respective council.
4. PMA will encourage a continued relationship of ongoing dialogue and learning.

To become part of this initiative, please contact the PMA office at 726-6405 or via email at [ex.dir@nlama.ca](mailto:ex.dir@nlama.ca).