

Memorandum



Date: February 13, 2009

To: George M. Burgess
County Manager

From: Angela Maher
Director, Human Resources *Angela Maher*

Subject: Successful Launch - Formal Mentoring Program

I am pleased to report that the launch of Miami-Dade County's formal Mentoring Program was, by all accounts, an unqualified success. Thanks to the support provided by your office, the planning and coordination of Human Resources' training and program development staff, and the cooperation received from Library facilities personnel, the two mentor-mentee matching events held at the Main Library on January 29, 2009, were exciting, well attended, and went off without a hitch. As the attached report indicates, the two events resulted in more than 150 mentor-mentee matches with over 300 participants from 41 County departments. This will be the first of several matching events, which go a step beyond most best-practice mentoring programs by actively holding events to equitably pair mentors and mentees into meaningful, lasting professional partnerships.

As you know, our goal with the Mentoring Program is to facilitate the development of junior-level staff in the 16 strategic competencies (previously identified in the executive leadership development focus group sessions), and help achieve the employee development outcomes outlined in the County's Strategic Plan. The program is further aligned to the Strategic Plan by using the seven strategic service delivery areas for its foundation. At the matching events, each mentee was paired randomly with an executive-level mentor from a department within his or her chosen strategic area. In feedback received from attendees, this process was commended for promoting fairness and diversity, and it resulted in a multitude of excellent pairings that would not likely have occurred using another system.

Moving forward, staff in the Human Resources Department will continue to guide mentors and mentees through additional pairing events, regular communication and education. In order to obtain measurable results we are tracking satisfaction levels, as well as changes to the proficiency of mentees in the strategic competencies. Based on the successful launch, I am confident that our Mentoring Program will achieve desired results and ultimately serve as a national model for other local governments and large organizations, both public and private, with similar goals.

Thank you for the opportunity to bring you this good news. I appreciate your continued support and assistance in our efforts to fulfill the County's employee development and succession planning objectives.

Attachment

c: Susanne M. Torriente, Chief Assistant County Manager
Howard H. Piper, Special Assistant to County Manager
Senior Staff, Human Resources