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**Global Rising 2022-2023 Mentorship Program Structure**

Global Rising is a 9-month program for International Newcomers. This program allows participants the opportunity to network with other international newcomers and to meet with, as a group, various leaders in our community once a month for an hour video call. Each Participant is carefully paired with a Mentor to help them achieve their goals. The goal of the program is to prepare our region’s foreign-born residents with the skills, knowledge, and tools required to grow and thrive in our community and help strengthen, develop, promote, and empower.

**Objectives of the program**

* Establish and cultivate a network of international leaders
* Connect international professionals with community and business leaders
* Enhance the international practices for the region’s workforce and economic development

**Mentorship program**

This program is designed to connect the participants with professionals who work or have experience in Northeast Ohio for more than 5 years. These professionals will be the mentors of one participant. This program establishes the mentor-mentee relationship among the professionals and participants for both professional and personal development.

**Purpose of the Mentorship program**

* Developing emerging leaders
* Promote diversity and inclusion
* Learn Cleveland culture and US workplace culture
* Enhance skills development: Leadership skills, interpersonal skills, communication skills
* Networking Opportunities
* Career and professional development
* Personal Development
* Understanding of new perspectives

There will be three phases in this mentorship program:

**Phase I (Sep – Nov)**

* Introduction (prompt questions will be provided)
* Setting individual goals and start working on it
* First introduction to the connection for the mentee
* For mentors, attend mentors’ meeting

**Phase II (Dec – Feb)**

* Work on individual goals
* Discuss the extra activity
* Second introduction to the connection for the mentee
* For mentors, attend mentors’ meeting

**Phase III (Mar-May)**

* Reflect on progress
* The third introduction to the connection for the mentee
* For mentors, attend mentors’ meeting
* Exit interviews/survey

**Goals for Mentors**

* Meeting with the mentee at least 9 times throughout the program (once a month)
  + Email/Phone call/Zoom/In-person
  + The number of hours mentoring should not be less than 5 hours in total
* Attending mentors meeting
  + Total 3 mentors meeting
* Attend 3 networking events organized by Global Cleveland along with their mentees
* Introduce 3 individuals in your network to your mentee
* Helping mentors set their individual goals within the first two meetings
* Attending speaking session (optional)

**Goals for Mentees**

* Meeting with a mentor at least 9 times throughout the program (once a month)
  + The number of mentoring hours attended should not be less than 5 hours in total
* Connect with at least 3 different mentors in the program
* Connect with at least 2 speakers of the program
* Build at least 3 connections through the program
  + Shouldn’t include the other participants or the mentors
* Setting individual goals with the help of mentors within the first two meetings
* Reporting to the manager of the program at the end of every month about their advancement with the mentors (format will be provided)