

## WHY PARTNER?

An organization-backed, formal relationship of guidance and support between an experienced employee and another employee obtains positive and desirable results, such as increased job performance, confidence building, positive employee morale, increased employee productivity and job satisfaction.

PUSD classified positions require a large knowledge base of technical skills and District policies and procedures. Many require leadership skills and the ability to manage resources. Peer mentoring is a sustainable and powerful method of on-the-the job training.

The PSEA Professional Partner Program will benefit employees, the organization, and the students we serve.



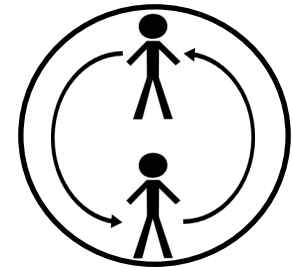
“People are an organization’s only sustainable, competitive advantage.”  
-Ozley & Teerlink



Program sponsored by  
Poway Unified School District  
and  
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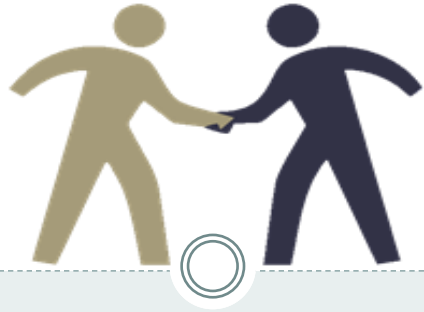
# Professional Partner Program



Employees Helping Employees



PSEA Professional Learning



## PROFESSIONAL PARTNER PROGRAM

PSEA and PUSD have designed a mentoring program to provide individualized support, encourage learning, and promote high levels of performance for new, probationary and struggling PSEA classified employees. It's called the Professional Partner Program.

It is not uncommon for employees to find themselves in a new assignment without a predecessor to guide them in the intricacies of the job. An employee may be new to the District or an existing employee may need to learn additional skills. Fellow co-workers may or may not be able to assist. That's where the Professional Partner Program can help.

The Professional Partner Program connects employees to an experienced and trained mentor, known as the "Partner."

Every PSEA classified employee is eligible to request a Partner.

## WHAT IS MENTORING?

Mentoring is a collaborative, mutually beneficial partnership between a Mentor (who possesses greater skills, knowledge and experience) and a Protégé (who is looking to increase his or her skills, knowledge and experience).

## WHY SHOULD I PARTICIPATE?

Research indicates that mentoring is widely recognized today as an extremely beneficial career development tool. Studies have shown that mentored employees:

- Perform better on the job
- Advance more rapidly within the organization
- Express lower turnover intentions than their non-mentored counterparts.
- Report more job and career satisfaction.

## WHAT'S IN IT FOR ME?

Mentors can provide valuable direction and clarification at times when the Protégé "can't see the forest for the trees."

Mentors can help the Protégé figure out what they need to do to fill in the gaps between where they are now and where they want to be in the future.

Mentors can sometimes serve as "door openers," informing the Protégé of opportunities they may not have been aware of.

The most valuable and important assets Mentors contribute are a listening ear and a different perspective.

## WHAT DO I NEED TO PARTICIPATE?

- ⇒ Commitment to learning
- ⇒ Genuine interest in professional and personal growth
- ⇒ Active listening skills
- ⇒ Openness and receptiveness to receiving feedback and suggestions
- ⇒ Self-management skills
- ⇒ Willingness to take risks
- ⇒ Desire for self-fulfillment
- ⇒ Willingness to develop a sense of self and personal vision

## HOW DO I SIGN UP?

All new and probationary employees will automatically be assigned a Partner. You may also contact our Professional Learning Coordinator to request a Partner at any time.

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*Working together for individual development and organizational excellence.*