



S-420 Unit 15: Mentoring and Recruitment

Summary:

Incident Management Teams (IMT's) benefit from recruitment of individuals with the potential to improve and support teams. Individuals can likewise, benefit in their careers by having more experienced professionals assist and develop their potential.

Objectives:

Students will be able to:

- Discuss the importance of IMTs having mentoring and recruitment strategies.

Unit at a Glance:

Topics	Method	Duration
Mentoring Experience	Exercise	10 Minutes
Recruiting – How to Build a Team	Presentation	50 Minutes
Total Unit Duration		1 Hour

Materials:

- Handout:
 - HO_15_IMT_Recruitment_Letter.
- Ability to display images and video on large screen.
- White board or easel access for group breakout.

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Objective
<p>Students will be able to:</p> <ul style="list-style-type: none">• Discuss the importance of IMTs having mentoring and recruitment strategies.
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- Review unit objective.

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Mentoring Experience Discussion

Have you had experience as a mentor or mentee?

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Exercise: Mentoring Experience (5 minutes)

Purpose: To encourage students to think about the mentoring experience as it pertains to Command and General Staff (C&G) positions.

- Give students a couple minutes to briefly reflect on their own mentoring experiences within and outside of fire.
- Facilitate a discussion with students about their experience with mentoring:
- How many of you have had a lot of experience with mentoring? Was your experience positive, negative, or neutral?
- How many of you have had minimal experience with mentoring?
- Tell us a little more about your experience with mentoring. How did it start? What did you like about it? Did it end or is it still going on?

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What is Mentoring?

A learning and development partnership.

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- The word “mentor” comes from Greek mythology and is the name (Mentor) of the wise and trusted counselor whom Odysseus chose for his son Telemachus.
- Mentoring is a relationship-based communication process and is a learning and development partnership.
- A mentor facilitates personal and professional growth in an employee by sharing the knowledge and insights learned through the years.

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What is a Mentor?

- Helps develop career of mentee
- Role model
- Support system

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- A mentor is an individual with expertise who can help develop the career of a mentee and serves the function as a role model and support system for the mentee. A mentor helps people take the next step in their career.

Question: What are the desirable characteristics of a mentor?

Answer: People oriented, supportive, effective teacher, understands limits of influence.

Question: What are the responsibilities of a mentor?

Answer: Advisor, source of encouragement and support, resource person, champion, devil's advocate.

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What is a Mentee?

An individual who may be in the role of “learner” in mentoring relationships.

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Question: What are the desirable characteristics of a mentee?

Answer: Willing to learn, self-motivated, accepting of feedback, respectful, professional.

Question: What are the responsibilities of a mentee?

Answer: Need to look for mentors, driver of relationship, development planner, resource partner, teacher, continuous learner.

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Why is Mentoring Important?

For individuals?

- Personal growth
- Satisfaction

For teams?

- Culture of growth
- Improves performance
- Improves retention, succession planning

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- The primary benefits of mentoring for individuals is personal growth and more satisfaction and commitment to their professions.
- The primary benefits of mentoring for a team include:
 - Develops a culture of personal and professional growth. A positive team climate makes it safer for team members to leave their comfort zone and grow.
 - Improves staff performance and motivation.
 - Retain team members and helps with succession planning.

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Recruiting – How to Build A Team

IMTs benefit from recruiting.

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- Helps prepare for the future and meet future needs. It helps with succession planning. The only constant is change and whether teams are ready for change.
- Promotes professional development and develops future leaders.
- Helps find talented people, including hidden talent.

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Recruiting – How to Build a Team

The IMT needs to think about how the team is going to recruit members and have a plan. What does the team have to offer?

“If you hire people just because they can do a job, they’ll work for your money. But if you hire people who believe what you believe, they’ll work for you with blood and sweat and tears.”
– Simon Sinek

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Handout HO_15_IMT_Recruitment_Letter.

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What Methods Can an IMT Use to Recruit?

- Mentoring
- Networking
- Job opportunities or assignments

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- Discuss the process of applying for a position on an IMT.

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Objective

Students will be able to:

- Discuss the importance of IMTs having mentoring and recruitment strategies.

- Review unit objective.