



NASTAD Mentoring Program

What it is:

NASTAD supports a customized, peer-based mentoring program for new AIDS directors. New members are paired with a veteran AIDS director to help them rapidly acclimate to their new role and discuss the necessary skills/knowledge for serving as an AIDS director. Mentors also help new AIDS directors learn how best to participate in, and utilize, NASTAD.

Mentoring opportunities are offered through the NASTAD Welcome Letter, the Leadership Institute and via the Member Services section of the website. All new AIDS directors will be offered participation in NASTAD's Mentoring Program.

Benefits of being mentored may include:

- Technical guidance
- Practical support and advice
- Access to an impartial sounding board
- A safe space to admit gaps in knowledge and skills, raise queries and consider strengths
- Assistance setting and achieving personal and professional goals
- Insight into another health departments' HIV/AIDS program
- Increased networking opportunities
- Increased participation and utilization of NASTAD

NASTAD has a cadre of current or former AIDS directors who have agreed to serve as mentors. Mentor eligibility requirements:

- At least 2 years of service as an AIDS director in a state health department
- Management and training skills
- Desire and time to mentor a colleague

Benefits of Becoming a Mentor:

- To sharpen listening, coaching and feedback skills
- A chance to payback by sharing knowledge and skills
- A opportunity to re-energize and re-engage
- Recognition and validation for your hard work
- Increased networking opportunities
- To promote NASTAD's mission

Materials and support (e.g., roles and responsibilities, skills building information, best practices) are provided to mentors.

Mentoring Program Components:

- One face-to-face meeting with the mentor
- Ongoing electronic communications (e.g., conference calls, web-conferencing)
- Training and/or support materials for mentor and mentee
- Creation of a Development Plan for the mentee

Assignment of mentors is done by NASTAD staff in the same way that peer TA is arranged. The Membership Committee advises NASTAD on the Mentoring Program, helps train mentors, and provides quality assurance on the program. NASTAD staff evaluates the successful completion of a mentoring relationship and process.

Support Materials:

The Mentoring Relationship – Components and or Stages

Mentoring Best Practices

Development Plan Outline

References/Acknowledgements/Resources

- Materials from The Mentoring Group. Downloaded from: www.mentoringgroup.com on July 20, 2005.
- Materials from the Association of State and Territorial Health Officials' State Health Directors Executive Mentoring and Consultation Program

For More Information, contact NASTAD at: 202.434.8090