In-House Mentorship

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In my discussions with the above leaders, the following principles were imperative and may prove useful to other fellows:

**Schedule early.** Administrators’ schedules often fill up quickly; thus, schedule your meetings at the beginning of the ALFP. Try to spread the scheduled meetings over the first 6 months.

**Be patient.** Many administrators are on “24/7 call.” Do not become disappointed if a scheduled time or date changes. Be persistent, however, and ask the administrator’s assistant to find another time on the schedule.

**Give a heads-up.** A few days prior to each meeting, send the administrator a copy of the most recently published ALFP brochure or provide brief highlights about the program.

**Break the ice.** Open your discussion by explaining the nature of the ALFP and why you believe the ALFP will benefit your personal and professional goals.

**Be succinct and clear.** Generate a list of topics that you would like to discuss and explore and explain the intent of each topic in your meetings. The clearer your topics are the more productive your discussion will be.

**Be confidential.** Honesty is an essential skill of leadership, and they will readily share their failures and frustrations with you. Learn from their lessons and keep what they share confidential.

**Follow up.** A few days after your meeting, follow up with a thank you note.

The entire mentorship process has proven to be of immense benefit to me as these university leaders shared a range of inventive approaches that were not only unique to their positions but also applicable to my learning of leadership skills. Do not miss this unique opportunity. They all have inspiring stories to tell and are eager to share their challenges and success stories with you. They are the fruitful trees in your backyard that have expanded their roots beyond your home. All you need to do is to extend your hand and pick the fruits.

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REFERENCES
