

ACDA MENTORING PROGRAM: AN INTRODUCTION

What is an ACDA Mentor?

As a mentor in ACDA's Mentoring Program, you are a guide, friend, and resource who shares your education, preparation, and professional experience to help pave the way for apprentices to succeed as they transition into the profession or graduate education worlds. An ACDA mentor derives satisfaction from helping students and new conductors and educators fulfill their potential.

"Research shows that mentors [who] want to be mentors, typically are indeed good mentors. Apparently, the acknowledgement by an individual that he or she wants to pass on knowledge, skills, and life lessons to another individual is the leading indicator of the conductor and leader's eventual success in this process.

– Tim Sharp, Mentoring in the Ensemble

Arts

As a Mentor You Play Several Roles, Including:

Motivator: Expresses belief and confidence in the mentee's abilities, and encourages the apprentice to try new things.

Resource: Teaches and advises the apprentice on how to make professional contacts, and introduces them to new people, places, or ideas.

Supporter: Encourages open and honest dialogue, and listens to and responds to the needs of the apprentice.

"It has been my experience that important and significant lessons are more readily "caught" than "taught," and once again, this is where the mentoring process gains credibility. By observing each other, and by staying in proximity to each other, lessons can be discovered, tested, and evaluated. In the best of mentoring environments, this is the essential flow."

– Tim Sharp, Mentoring in the Ensemble Arts

Coach: Helps the apprentice develop, and work to achieve, realistic and meaningful goals.

The Mentoring Relationship

For mentoring to be successful there must be a reciprocal, comfortable relationship between mentor and apprentice. Both parties must work at the relationship to make it successful by being open-minded, respectful, and keeping to the expectations they have set for the relationship. Ideally, the

mentoring relationship will be mutually beneficial one; as the mentor learns from the apprentice and the apprentice from the mentor.