



The Florida Leadership Development Institute

Program Description - Mentors

Overview: The Florida Leadership Development Institute is a twelve-month program sponsored by The Florida Bar Foundation and the Center for Legal Aid Education (CLAE). Its goal is to create a broader, more experienced, and diverse pool of leaders in the Florida legal aid community. A key component of the Leadership Development Institute is mentorship. We seek a pool of mentors to work with the fellows who attend the Florida Leadership Development Institute (LDI). Mentors should be: experienced and committed legal aid attorneys with demonstrated leadership skills in management, advocacy, community participation, or other areas. Mentors should have a willingness to support the development of new leaders.

I. What do Mentors do?

- A. Mentors sharpen and share their leadership skills;
- B. Mentors work with a designated fellow to apply leadership concepts and tools to a specific leadership initiative project that the fellow develops; and
- C. Mentors engage the group of fellows on aspects of the curriculum in which you have particular experience and interest.

II. Why be a Mentor?

- A. Mentors receive training on mentorship, and extensive hands-on support in working with the fellows;
- B. Mentors receive training in leadership;
- C. Mentors as a group learn from and support each other; and
- D. Mentors help shape the next generation of legal aid leadership.

III. What is my commitment?

- A. You must be committed to furthering the mission of legal aid and developing new leaders;
- B. You must be committed to participating in the entire Leadership Development Institute. You should not apply if you are seeking to make significant changes to your life or career that would make your full participation in the Leadership Development Institute impossible.

You will need to devote approximately one to two days each month to the Leadership Development Institute.

IV. Specific responsibilities (factored into your time commitment) include:

- A. Obtaining permission from your supervisor and Executive Director to serve as a mentor to a fellow in the Florida Leadership Development Institute;
- B. Attending a three-day training retreat for mentors in Tampa, FL on May 25 -27, 2010;
- C. Attending the afternoon of the second day -and - a full third day of each of these retreats for fellows: June 22-24, 2010; October 26-28, 2010; January 2011 (TBD); and April 2011 (TBD) (*Note: there will be a mentor meeting or training immediately following each of these retreats.*)
- D. Communicating with the fellow at least monthly;
- E. Between retreats, aiding the fellow with specific aspects of his or her leadership initiative project, as well as selected other Leadership Development Institute activities; and
- F. Participating in a Leadership Development Institute evaluation.

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Application Process

I. Eligibility

- A. Attorneys must currently be employed at a General Support grantee program of The Florida Bar Foundation; and have **at least seven (7)** years of experience as a licensed attorney at any public interest, poverty law, or legal aid program (this includes your entire work history).
- B. All applications will be considered. We especially encourage applications from attorneys who are from minority groups or who have backgrounds that have limited representation in current program leadership.

II. Selection Process

- A. The selection process will seek to develop a diverse group of mentors based upon: the regional location of applicants, gender, ethnicity, race, and the kinds of leadership roles that the fellows are interested in pursuing - including advocacy, community-oriented, and managerial leadership. Mentors will not be matched with fellows who currently work in their program.
- B. Mentors will be selected based upon their commitment to providing legal services to the poor; their demonstrated leadership skills in management, advocacy, community participation, or other areas; and their willingness to support the development of new leaders.
- C. Mentors must have the support and approval from their supervisor and their Executive Director to participate in the Leadership Development Institute.
- D. Applications will be presented to the Selection Committee for review and approval. All applications will be kept confidential. The Selection Committee is comprised of a panel of Florida lawyers who are diverse in their legal experience, geography, age, gender, race, and ethnicity. Decisions and notification to selected mentors will be made by **Friday, April 23, 2010**.

III. Application Components

- A. Florida Leadership Development Institute Mentor's Application (Sections I-VI);
- B. Program approval for participation;
- C. Résumé; (*attached - 2 page maximum*) AND
- D. Personal Statement indicating why you want to participate as a mentor in the Florida Leadership Development Institute (*attached - 1 page maximum*)

Submitting the Application

To be eligible for consideration, applications **must be submitted both electronically and by U.S. Mail** on the Application Form. Electronic submissions must **be received** by Clara Bevington at: cbevington@flabarfndn.org by close of business on **Friday, March 19, 2010**. Two complete copies must also be sent to the Foundation via US Mail at: The Florida Bar Foundation, Post Office Box 1553, Orlando, FL 32802-1553. The mailed copies must be **postmarked by Friday, March 19, 2010**.

Please mail two (2) copies of the completed application including all required signatures and attachments, to:

The Florida Bar Foundation
PO Box 1553
Orlando, FL 32802-1553
Attn: Clara Bevington