

Beacon Collaborative Mentoring FAQ's

Frequently asked questions and answers about the new Beacon Collaborative Mentoring Program. (updated 7/24/26)

- **What is the purpose of the Beacon collaborative mentoring program?**
 - *To help develop the next generation of business and non-profit leaders to broaden their skills, increase their depth of knowledge in targeted areas and create lasting relationships between and among members for networking and for growth and development purposes.*
- **Who is eligible to join?**
 - *Only current Beacon members may participate in the mentoring program.*
- **How is this program different from traditional mentoring programs?**
 - *First, the program is project and goal driven. Second, as a participant you will be both a mentor helping your partner to achieve their goal and a mentee receiving help to achieve your own goal. This is not a traditional mentoring model but it reflects the Beacon mindset that we all have something beneficial to offer to a colleague and can both benefit from the relationship.*
- **Who and what is the Program Advocate?**
 - *The Program Advocate is a designated person who will be available to answer questions, help with the matching process, facilitate the program workshops, and guide the project work, as needed. You can reach Jane Frankel at (janehfrankel@artofperformance.net)*
- **How are participants matched?**
 - *Participants may self-select a match or request assistance from the Program Advocate to be matched with a mentor/mentee based on functional experience, industry experience, career goals, or preferences rather than just job title. Remember, you are looking for someone who can help you but also someone who has a need where you may be able to help them.*
- **How will my profile information be used?**
 - *The matchmaking process utilizes the profile information that you provided when you registered for this program. The information you provide in your profile*

questionnaire will only be used for matching purposes, it will be kept confidential, and not shared with anyone outside of the program participants.

- **How will I find a match?**

- *If you indicated you want to self-select a match when you completed the profile questionnaire, you will receive an anonymized spreadsheet with information from profile responses to assist you in finding a match. Contact the Program Advocate once you've identified three possible matches. Their contact information will be shared with you to reach out to them and discuss the possibility of working together. This process will limit the disclosure of personal information only to those making a possible match.*

- **What if I need help finding a match?**

- *A) If you requested help in finding a match when you completed the profile questionnaire, the Program Advocate will review the profile responses and recommend three potential matches for you to connect with.*
- *B) If you chose to self-select a match and haven't been successful you can also contact the Program Advocate for help getting matched.*

- **What do I do when I've found a match to work with?**

- *Contact the Program Advocate and let her know who you have matched with. Both participants' information will be flagged on the profile spreadsheet as "Matched-unavailable" so that others still seeking a match are aware.*

- **How long is the profile questionnaire?**

- *The profile questionnaire takes 15 minutes to complete and is comprised of multiple choice and short answer questions used to provide insights in four core areas: experience, goals, preferences, and personality/working style. This information is critical in considering the possible mentor / mentee you might choose to work with.*

- **How long does the program last?**

- *The length of the mentoring engagement is determined by the individual goals established between the pair, typically 4 to 6 months, and can be extended if mutually agreed.*

- **How often should participants meet?**

- *We encourage regular contact, often bi-weekly, monthly, or a similar steady rhythm, but the exact schedule depends on the pair, their goals, and schedules. Meetings may be in person, by video call, or by phone, but in person meetings are encouraged in the beginning if possible.*
- **What support or training is provided?**
 - *Beacon will provide four optional, but **STRONGLY** recommended, workshops for participants. The first will be held at the start of the program and explain the process, assist with goal setting, and explore matching possibilities for those who do not yet have a match. The Collaborative Mentoring Agreement will be completed in the first workshop.*
 - *The Program Advocate is also available for questions, concerns, and assistance in moving the respective projects forward.*
- **What should the first working meeting between the matched pair cover?**
 - *The participants should share backgrounds and start to build trust. They will work to complete the Collaborative Mentoring Agreement template provided which will define the relationship going forward including goals and expectations for frequency of meetings, method of communication, metrics and accountability.*
- **Why is having a Collaborative Mentoring Agreement important?**
 - *The Collaborative Mentoring Agreement defines the relationship, goals, and expectations of both participants in the match. It is a mutually developed roadmap for success of the mentor/mentee relationship. Once agreed, both participants use it as a guide to assess progress and resolve possible misunderstandings.*
- **Why is it important to have goals?**
 - *Having goals for both participants creates a win-win scenario where both parties will derive benefits from this mentoring experience. This is one significant difference between the Beacon Collaborative Mentoring Program and general mentoring experiences.*
- **What kinds of goals should be set?**
 - *Goals may be focused in a number of different areas and will vary for every participant. Examples include: increasing knowledge in a specific industry, developing functional expertise, learning new management and leadership skills*

and techniques, gaining insight for better evaluating and solving problems, honing interpersonal skills necessary for leadership, etc.

- **What happens if a match is not working?**

- Not all matches work out for various reasons. The matched participants are encouraged to discuss differences of expectations, communications styles, etc. and try to resolve them before seeking help from the Program Advocate. The Program Advocate may make suggestions for improving and resolving the issue. However, in cases when the differences cannot be resolved, the Program Advocate will facilitate a new match for both participants.

- **Am I qualified to participate?**

- *As a Beacon member you've already acquired specific business expertise and leadership experience that may benefit someone else dealing with the same problems you've already solved. Why not share what you've learned to help someone else on their journey to achieve their goals? Learning to accommodate from/about someone else's expectations and mode of thinking/work should always be an experience to be sought.*