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**New Hampshire Bulletin: 360-9-15**

Subject: PER – Fiscal Year 2009 NH Mentoring Program

Date: July 23, 2009

**Purpose:** To announce the sign-up for the New Hampshire Mentoring Program for Mentors and Protégés.

**Expiration Date:** October 31, 2009

**ACTION REQUIRED BY: OCTOBER 31, 2009**

**Explanation:**

NRCS is experiencing increased turnover among new employees. Research has shown that employees stay in organizations where they feel connected and a mentoring program is one way to do that. A successful Mentoring Program can also facilitate the transfer of institutional knowledge to the next generation. The costs of employee turnover and lost institutional knowledge far exceed the investment in mentoring for NRCS employees. To address these issues, the NH Mentoring Program uses a national framework so protégés will have access to mentors from other states.

Applications for the NH Mentoring Program are being accepted now. The NH Mentoring Program is a one-year formal program. People who are interested in being either a protégé or a mentor should apply on-line at <https://www.nrcsmentoring.com/>. There is a continuous sign-up with the first round of applications closing October 31, 2009. All employees are eligible to apply. As part of the application process, an electronic message will be sent to the employee's supervisor for approval of the employee's participation in the program.

After all applications are received, the protégés will be matched with a mentor and all participants will complete a work-style assessment. If the pool of mentors is not adequate to match every protégé with a mentor, they will be given priority in the next year. All mentors will be required to attend a two-day training session (unless they have received and documented formal mentor training). The protégés will attend a two-day protégé-mentor orientation session. The mentors will also need to join the protégés for part of this orientation.

As part of the orientation, the mentoring pairs will complete a mentoring agreement which will define their expectations and goals for their one-year mentoring partnership. After the orientation, communication between the protégé and mentor may be by phone, email, and/or face-to-face meetings as practical.

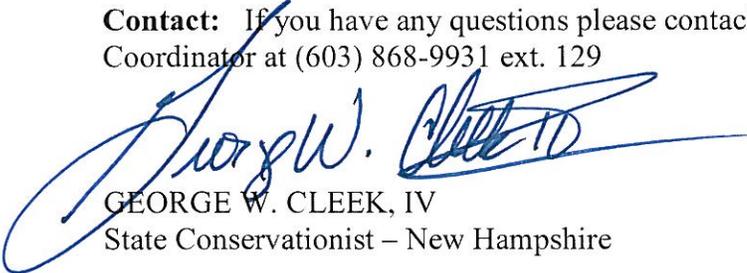
NH is using materials from the NRCS National Mentoring Framework to implement the NH program. For more information on the National Mentoring Framework, go to:

[http://www.nrcs.usda.gov/intranet/HRMD/Human\\_Capital/welcome.htm](http://www.nrcs.usda.gov/intranet/HRMD/Human_Capital/welcome.htm)

All New Hampshire NRCS Employees interested in participating in the NH Mentoring Program as either Protégés or Mentors need to sign-up by October 31, 2009.

Go to <https://www.nrcsmentoring.com/> to apply.

**Contact:** If you have any questions please contact Rachael Phillips-Tibbetts, NH Mentor Coordinator at (603) 868-9931 ext. 129



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