

## **Mentoring: Raising the Bar on Nonprofit Performance**

The Texas Association of Nonprofit Organizations (TANO) and the Center for Community Based & Nonprofit Organizations at Austin Community College join together to present an experiential day-long Nonprofit Texas Leadership Institute at Austin Community College, March 20, 2012 on Mentoring: Raising the Bar on Nonprofit Performance.

### **Mentoring: Raising the Bar on Nonprofit Performance**

March 20, 2012 from 8:30 am to 4:30 pm

Austin Community College Eastview Campus, Multi-Purpose Room, 3401 Webberville Rd, Austin 78702

To register go to: <http://www.tano.org/events/1391/>

With all of the uncertainties our nonprofit community faces, mentoring is more important than ever. It facilitates staff and volunteer growth and development, fast tracks and retains leaders, and improves morale. Mentoring raises the bar on performance and contributes to our nonprofit organizations' bottom-line. To this end, the Texas Association of Nonprofit Organizations (TANO) and the Center for Community Based & Nonprofit Organizations at Austin Community College join together to present an experiential day-long Nonprofit Texas Leadership Institute on MENTORING: RAISING THE BAR ON NONPROFIT PERFORMANCE facilitated by Dr. Lois Zachary, an internationally recognized on mentoring and the author of three of the leading books on this topic: The Mentor's Guide, Creating A Mentoring Culture, and The Mentee's Guide.

### **Participants in this Nonprofit Texas Leadership Institute will learn:**

1. The key concepts and the four predictable phases of the mentoring cycle
2. How your personal learning style impacts mentoring
3. How to set SMART mentoring goals
4. Ways to ensure mutual accountability in the relationship
5. How to recognize and address common stumbling blocks
6. How to keep the relationship on track through feedback.

### **Key components to be addressed are:**

1. Best practices
2. Learning style assessment
3. Feedback guidelines
4. Case studies
5. Mentoring skill practice sessions
6. Reflective activities

**To register go to:** <http://www.tano.org/events/1391/>

\$129 TANO organizational Members on or before 1/31/12

\$149 TANO organizational Members on or after 1/31/12

\$199 non-TANO organizational members before 1/31/12

\$219 non-TANO organizational members before 1/31/12

All registrants will receive one copy of Dr. Zachary's book, The Mentor's Guide: Facilitating Effective Learning Relationships (Second Edition) and complete a learning style assessment as part of the Institute.

Continental breakfast and lunch included in the registration fee.

This program is sponsored by the Texas Association of Nonprofit Organizations (TANO) – [www.tano.org](http://www.tano.org) – in collaboration with the Center for Community-Based & Nonprofit Organizations at Austin Community College – [www.nonprofitaustin.org](http://www.nonprofitaustin.org). For more information contact Barry Silverberg at [bsilverb@austincc.edu](mailto:bsilverb@austincc.edu) or [barry@tano.org](mailto:barry@tano.org).