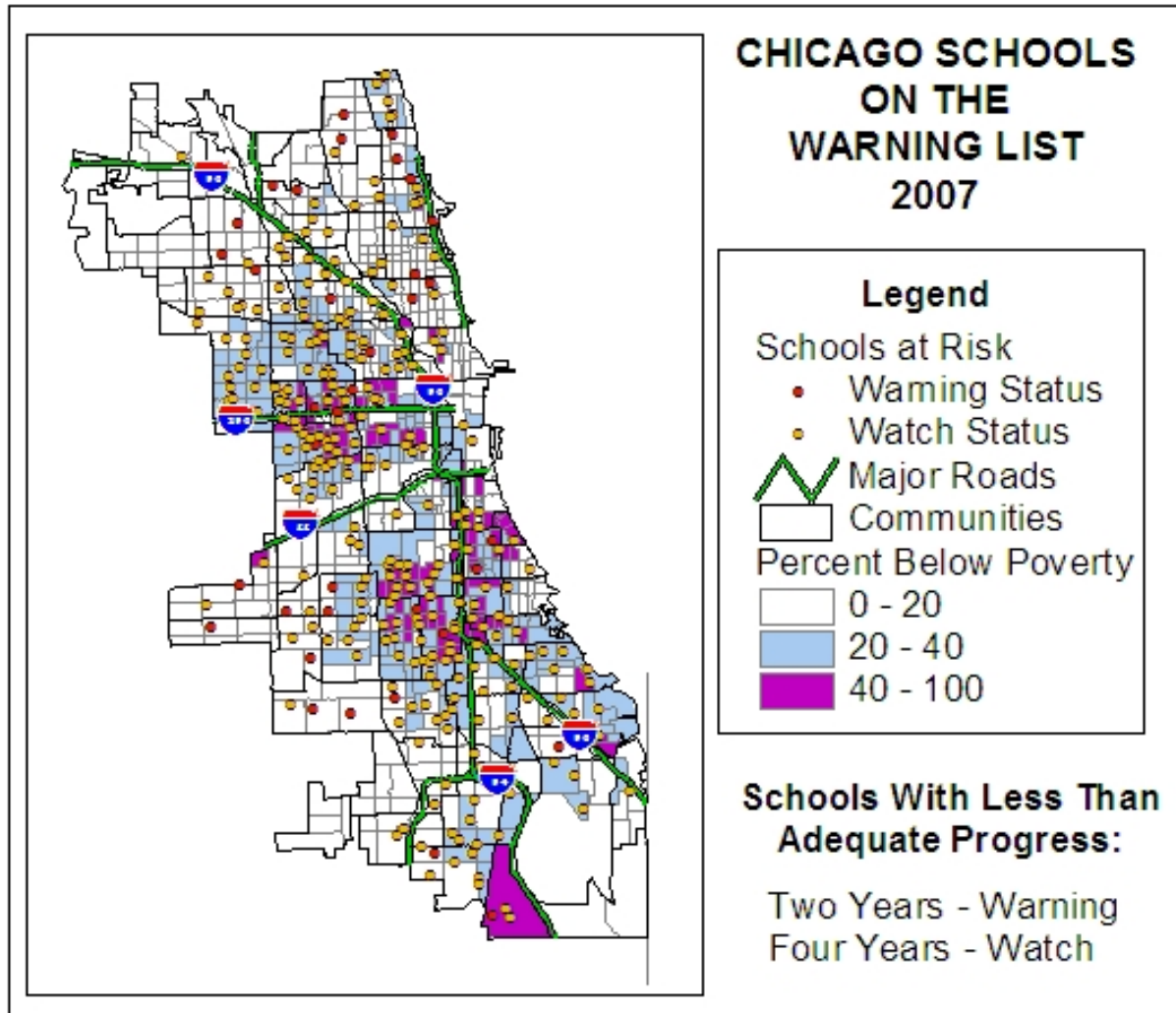


ROLE OF LEADERS

in a Tutor/Mentor Connection

Tutor/Mentor Connection, 800 W. Huron, Chicago, Il. 60622 312-492-9614
tutormentor2@earthlink.net <http://www.tutormentorconnection.org>

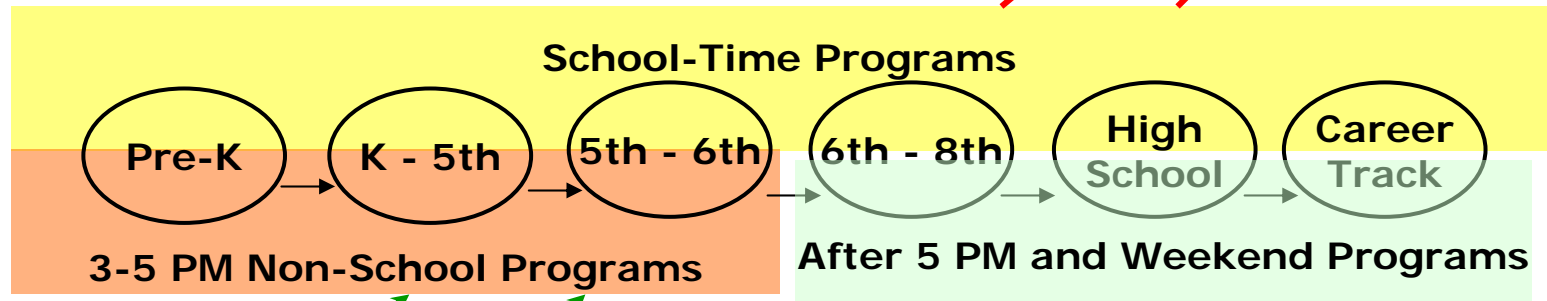
What will it take to assure that all youth in every poverty area of Chicago are entering careers by age 25?



**How can
you and
your
industry
help?**

T/MC Goal: Help inner-city youth reach Careers.

To SUCCEED
We must recruit business
leaders who will use their
resources in **PULLING**
Youth to Careers

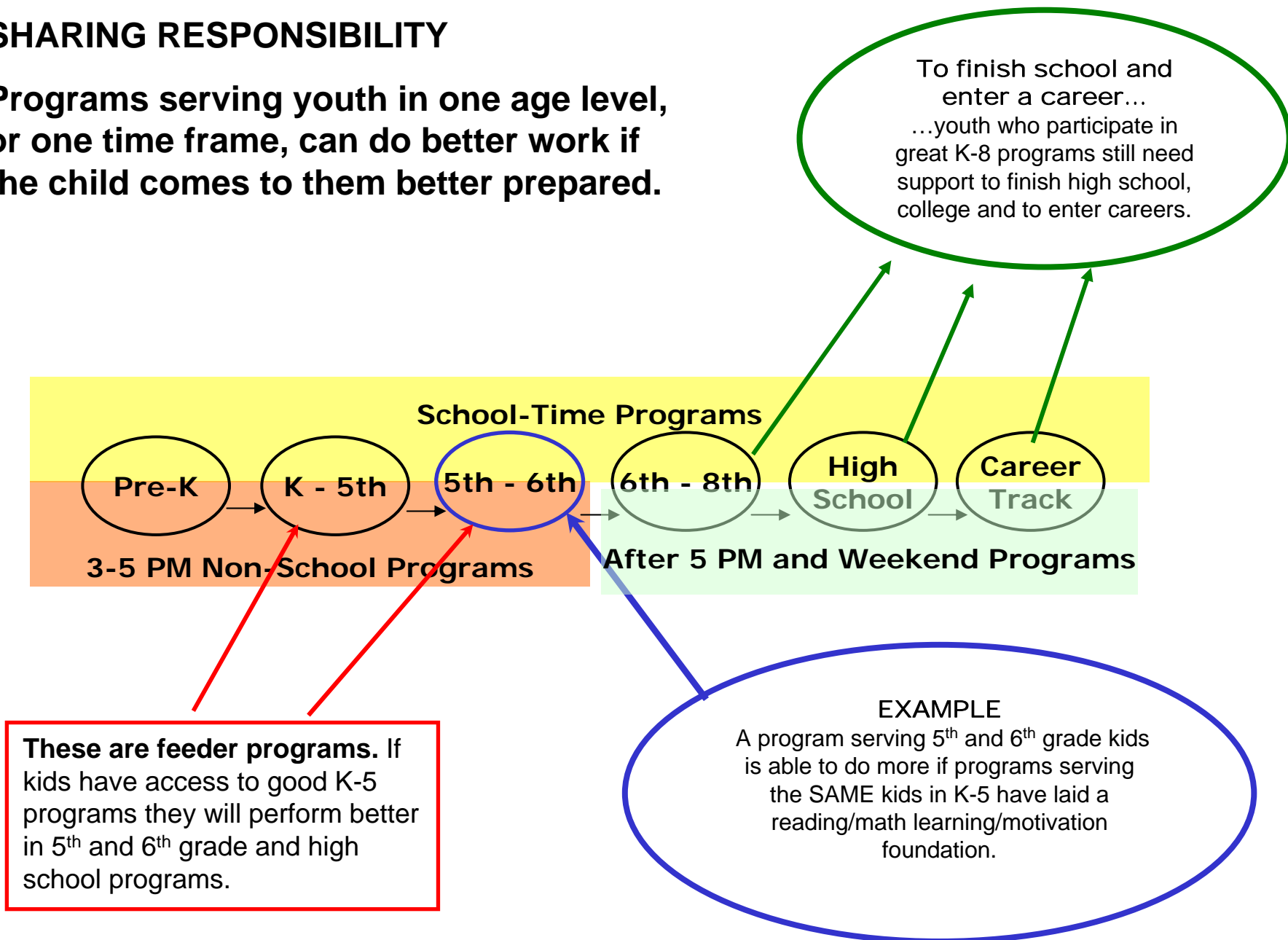


To SUCCEED
We must help tutor/mentor
program leaders, volunteers,
schools and parents be more
effective in **PUSHING**
Youth to Careers

**For all kids this is a 25
year process. For
children born in poverty
it's a more difficult
journey.**

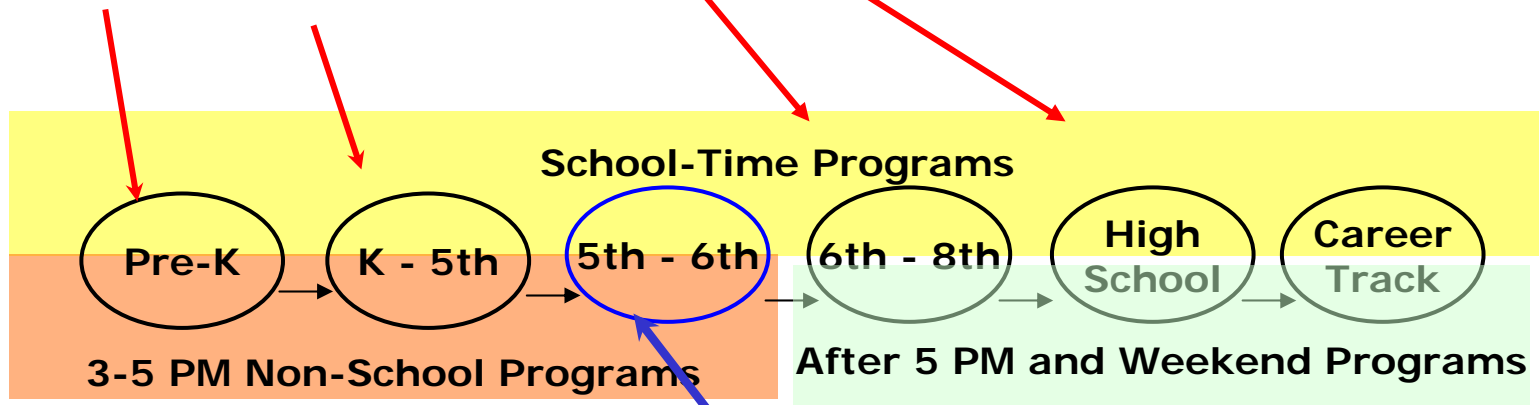
SHARING RESPONSIBILITY

Programs serving youth in one age level, or one time frame, can do better work if the child comes to them better prepared.



THE GOAL IS NOT TO FINISH 6TH GRADE. IT'S TO REACH A CAREER.

Every program serving youth on this time line needs volunteers, dollars, technology, etc.



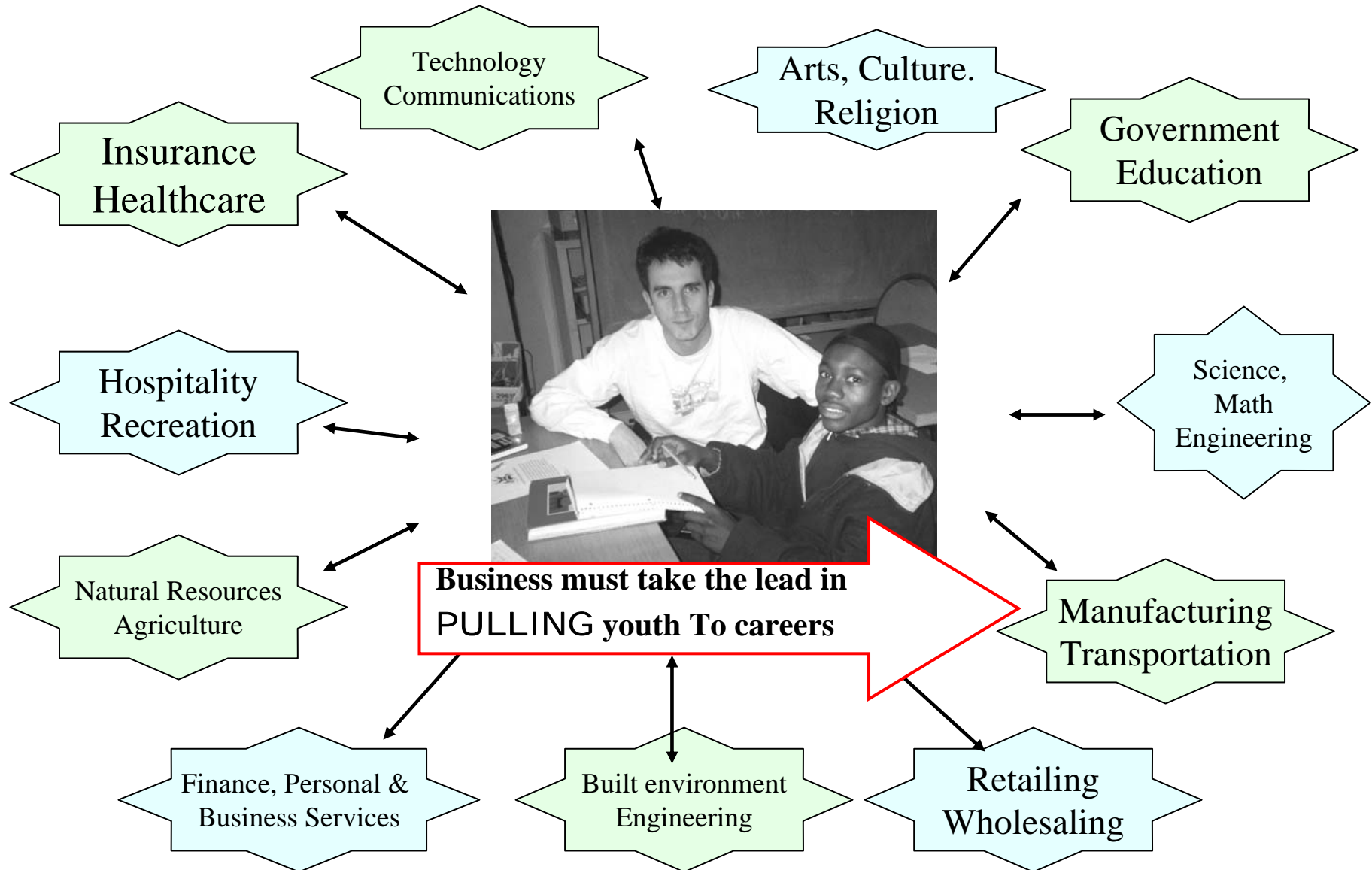
Agencies that help each other do more to help kids stay in school and reach careers.

Instead of competing for resources, the T/MC seeks to help programs work together to increase the availability of resources for all tutor/mentor programs.

What is involved? What can a business leader do?

The following pages show steps a leader can take to assure that comprehensive mentoring-to-career programs are in every poverty area, or near every poorly performing school.

Leaders are needed from every sector: business, professions, civic, education, religion and social sectors.



Step 1. Leadership Commitment

Make a top-level commitment to support youth development, and volunteer-based tutoring, mentoring, as part of a diversity and workforce development strategy

If the leader does not really believe in this strategy, there will be few followers willing to make the extra effort needed for truly innovative work.

Step 2. Appoint a “get it done” leader

Appoint senior manager as the CEO’s personal representative

Recruit a leader from your organization’s marketing or strategic planning. Involve people who have responsibility for growing the company's business. These are people who see opportunities where others see limits. These are people who always see a glass as “half full”.

These are people who will innovate new ways to engage the resources of your company in workforce development strategies.

Step 3. Do your homework.

Establish a forum (research and planning team) to review and prioritize involvement opportunities

What are the needs? What is the organization doing now to meet these needs? What is the organization doing within a one-mile radius of its facilities, or where employees live?

Find out what the competition is doing. What are innovations that could boost company profits, morale, productivity while helping develop a future generation of productive workers and loyal customers. Link to Internet libraries where this information is available for all employees, not just your planning team.

Use Internet Libraries like <http://www.tutormentorconnection.org> to learn about tutor/mentor programs, and workforce development strategies.

Step 4. Advertise. Educate. Communicate.

Begin a communications and advocacy program

Use company web site, newsletter, bulletin board, advertising, in-store marketing, etc to show why it is important for the organization and its members to get involved in mentoring-to-career programs. Profile employees, customers, or friends/family members who are already involved with tutor/mentor programs. Build web links to tutor/mentor programs that already exist, or that already get funding from the company.

This leadership role seems the most difficult for organizations to take, yet it is the least expensive and has the highest impact.

Visit <http://www.tutormentorprogramlocator.net/programlocator/default.asp> to learn about tutor/mentor programs in the Chicago region. Visit <http://www.volunteermatch.org> to locate volunteer opportunities nationwide.

Step 5. Recognition leads to Expansion.

Provide recognition for those who become involved, such as breakfast with the CEO.

Profiling volunteers and the programs where they volunteer not only recognizes volunteer involvement, but shares examples of effective practice and encourages others to volunteer, or provide financial support, to the same organization.

Step 6. Encourage networking.

Provide a forum for volunteers to network and share their experiences within the company and with others in the city.

This encourages others to become involved. It also builds volunteers for your strategic planning team. Build a web page where employees can post information about the places where they volunteer and ask for help or share information. Companies with multiple locations in a city or across the nation can help workers develop informal relationships with each other. These can lead to greater worker productivity and can impact diversity goals within an organization.

Set up Internet forums such as <http://tutormentorconnection.ning.com> or <http://skoll.socialedge.org/> where volunteers from different branches of the company can share information about their volunteer experience in a tutor/mentor program.

Step 7. Year-to-year growth & process improvement.

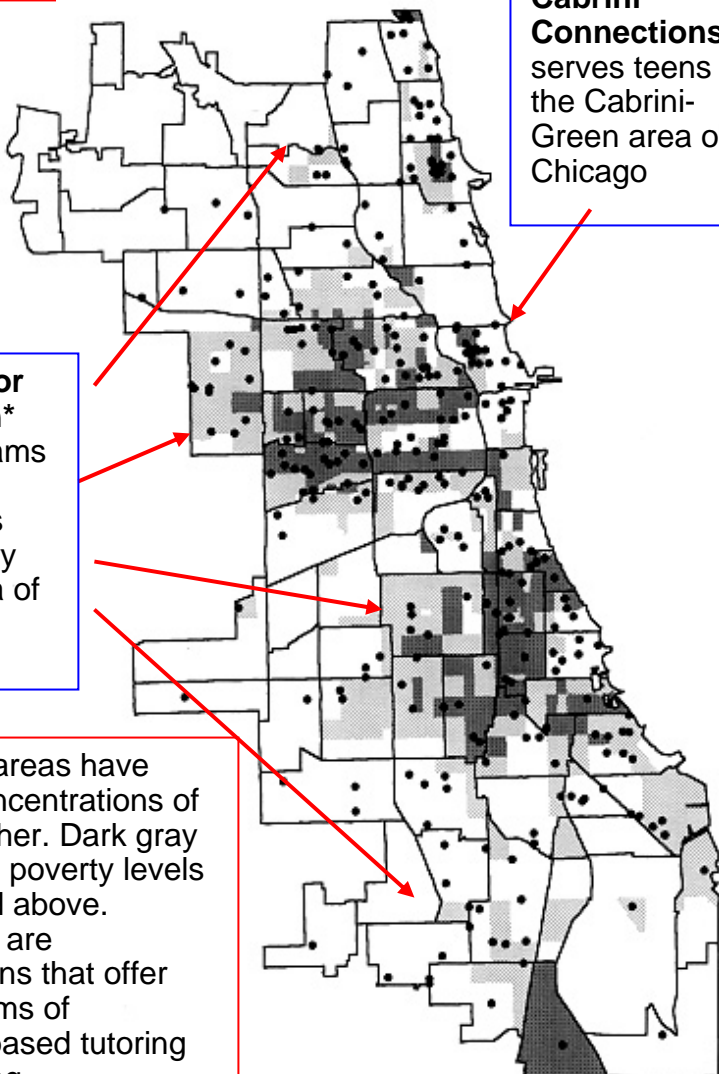
No successful enterprise was built in a day, week or even a few years. Why should a successful mentoring-to-career program be any different?

A CEO understands this. He/she encourages constant improvement in the enterprise. The CEO who asks for a review of the company's progress and results on the above steps shows that his/her commitment is a priority. Each year as the CEO and members of the organization look back at results they will be amazed by the growth over a period of years in what they have accomplished.

Use documentation systems, such as the [T/MC OHATS system](http://www.tutormentorexchange.net) at <http://www.tutormentorexchange.net> to document the progress of your organization in building knowledge, increasing public awareness, increasing employee involvement and the flow of resources to tutor/mentor programs.

While we operate a single tutor/mentor program in one neighborhood...

Chicago



Cabrini Connections*
serves teens in
the Cabrini-
Green area of
Chicago

Tutor/Mentor Connection*
helps programs
like Cabrini
Connections
grow in every
poverty area of
the city and
suburbs

Light gray areas have
poverty concentrations of
20% or higher. Dark gray
areas have poverty levels
of 40% and above.
Black **dots** are
organizations that offer
various forms of
volunteer-based tutoring
or mentoring

The goal is not a few good programs in a few places. Chicago, and every other city, needs comprehensive, volunteer-based programs in every high poverty neighborhood .

We created the Tutor/Mentor Connection (T/MC) in 1993 to help programs like Cabrini Connections grow in every poverty neighborhood of the city and suburbs of Chicago.

* <http://www.cabriniconnections.net>

* <http://www.tutormentorconnection.org>

Many are already providing this type of leadership.

If you are one, please contact the T/MC so we can unite with you, or you can add your support to capacity building actions in the Chicago region.

Show your volunteer involvement and workforce development strategy on your company web site, and add a link on the <http://www.tutormentorconnection.org> web site.

Email tutormentor2@earthlink.net or call 312-492-9614 to connect your strategy to the Tutor/Mentor Connection

If Cabrini Connections, Tutor/Mentor Connection was no longer leading this process...

Can you provide that leadership?

Will you?

Many Leaders are Needed, in Every Industry, and Every City.

THE RESULT

More youth stay in school, are
safe in non-school hours,
graduate, and move to careers

Better programs in more
places for more age groups

Building Better
Understanding of Needs,
Opportunities

Actions that increase the
flow of resources to each
program

Building a network of
tutor/mentor leaders

Volunteer Mobilization

Database



T/MC Leadership Role

To achieve the outcomes at the top of this pyramid, the work done at the base of this pyramid must continue each year.

As long as there are leaders willing to do this work, there can be a Tutor/Mentor Connection.

Learn more. View other Tutor/Mentor Connection Power Point Essays.



Learn more about how you and your company can be leaders in mentoring inner city youth to careers. Visit these web sites:

- * **<http://www.tutormentorconnection.org>**
- **<http://www.tutormentorexchange.net>**
- **<http://tutormentor.blogspot.com>**
- * **<http://www.cabriniconnections.net>**

Email: tutormentor2@earthlink.net

Phone: 312-492-9614

The world only changes one day at a time for any of us. Children and youth living in poverty face greater challenges than most. For the past 15 years, many volunteers and donors have helped Cabrini Connections and the Tutor/Mentor Connection grow and serve at risk children and youth in the Chicago region.

Please make a pledge to help Cabrini Connections and the Tutor/Mentor Connection continue this work for the future.

Please send your tax-deductible contribution today to:

**Cabrini Connections
Tutor/Mentor Connection**

800 W. Huron
Chicago, Il. 60622

www.tutormentorconnection.org

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<http://tutormentor.blogspot.com>