

- A guide for mentors -



Mentor

P R O G R A M

“

We are at our best when we are in service to each other,
in a cause greater than ourselves.

”

Simon Sinek

Optimist, Entrepreneur, Author, & Motivational Speaker

Welcome

About the program:

The MRC believes in the power of Simon Sinek's message. When we help others grow, we feel a sense of purpose and fulfillment.

With this concept in mind, we established the MRC Mentor Program in 2017 with the goal of helping professionals grow their careers by connecting them to experienced, industry leaders – MRC mentors.

MRC mentors play a very important role in this program. They are role models, influencers, visionaries, and teachers to the next generation. A mentor's contribution is invaluable because it is a gift of service, selflessly given.

The need for mentorship in an industry like ours is especially crucial. As fraudsters become more cunning and dangerous, the outcomes are more devastating than ever. As payment-related regulations, standards, and scheme rules are ever-changing, getting advice in the right place is vital. The MRC is committed to nurturing the development of professionals fighting the good fight.

The Mentor Program follows these key principles:

- Encourage educational development through knowledge sharing
- Inspire and develop the next generation of leaders
- Grow careers through a mutually beneficial partnership

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Being a mentor in the MRC Mentorship Program made me a better leader and I feel privileged that I get to help guide my mentee's career path. I'm always trying to grow professionally, lead my team in a more supportive way, and contribute back, and the MRC Mentorship Program allowed me to do that.

”



Jason Cheung

TireBuyer.com
MRC Mentor

What to Expect

The Matching Process:

- Pairings are made based on the alignment of skills, subject matter, experience, and/or industry type provided by the applicants
- MRC will make the initial introduction once the pairing is made and provide next steps
- MRC will check in throughout the process to see if it's a good fit

The Meeting Process:

- One-on-one meetings for the duration of 6 months
- Minimum of 3 meetings, but more are encouraged
- Connect via phone, video chat, in person, or at an MRC conference or event

What Advice are Mentees Seeking?

- ✓ Skill development
- ✓ Career advancement
- ✓ Increased confidence/reduced fear or doubt
- ✓ Industry expertise
- ✓ Overcoming challenges
- ✓ Tips for thought leadership
- ✓ How to pitch projects
- ✓ How to work more productively or effectively
- ✓ Public speaking
- ✓ A support system

The Role

Mentors Help By:

1. ENCOURAGING

Positively challenge mentees to step out of their comfort zone and overcome obstacles

2. INSPIRING

Lead by example and share past experiences to connect, develop trust, and illustrate overcoming adversity

3. GROWING

Keep mentees accountable by setting achievable action items together and check in on progress

“

Through the Mentor Program I've overcome my own imposter syndrome by sharing valuable experiences and industry skills. I was able to provide guidance to someone who wanted to solve challenges and grow in their career. That was really meaningful.

”

Brian Wilson

Riot Games
MRC Mentor



Best Practices for Successful Mentoring Relationships:

- **Develop a rapport** – find out about your mentee’s career history, values, and motivations to best serve their needs and in return share your experience
- **Establish a clear working agreement** – discuss and agree on frequency and method of communication
- **Define learning goals and objectives** – dedicate time during your initial call to discuss learning objectives and how to meet them
- **Listen** – ask questions and encourage idea sharing that allows equal participation in finding solutions
- **Be honest** – share your experiences including the good, the bad, and the ugly... failures often provide the biggest learning opportunities
- **Suggest contacts who may be able to help** – make introductions where possible
- **Ask for feedback** – verify they are getting the most value from the partnership by checking in on their experience
- **Ensure confidentiality** – reassure them that your correspondence is private
- **Celebrate wins and milestones** – acknowledge achievements and growth

Hear from Participants

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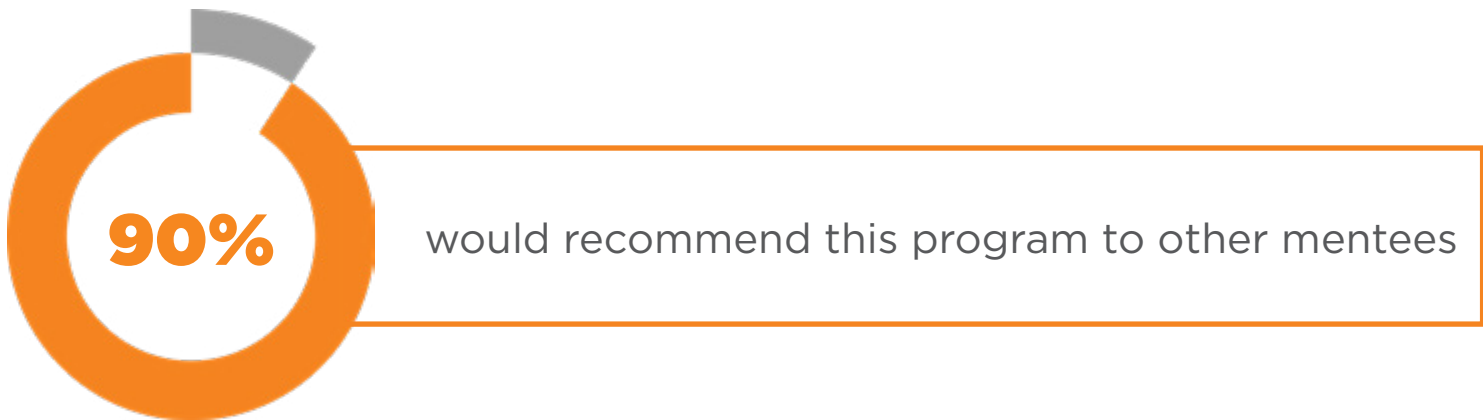
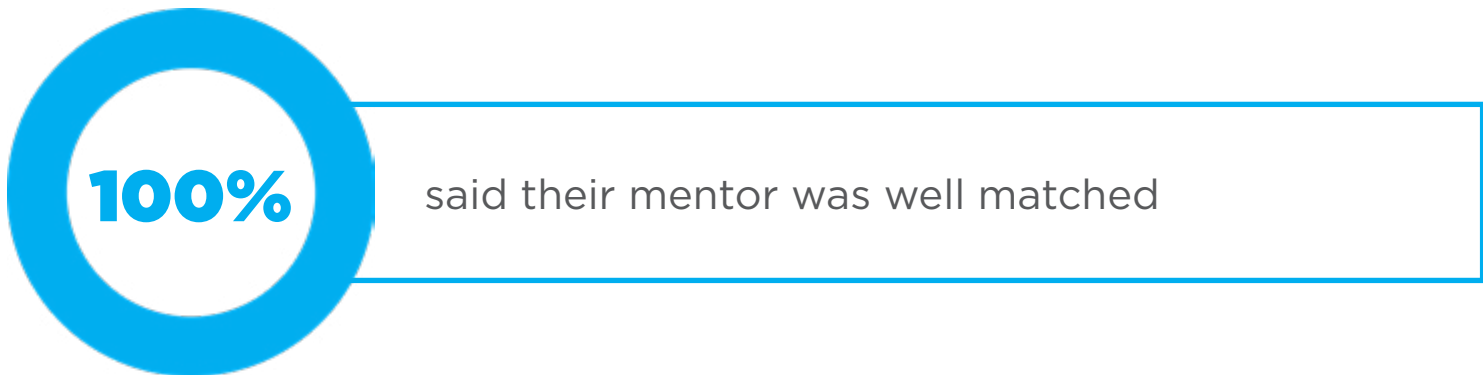
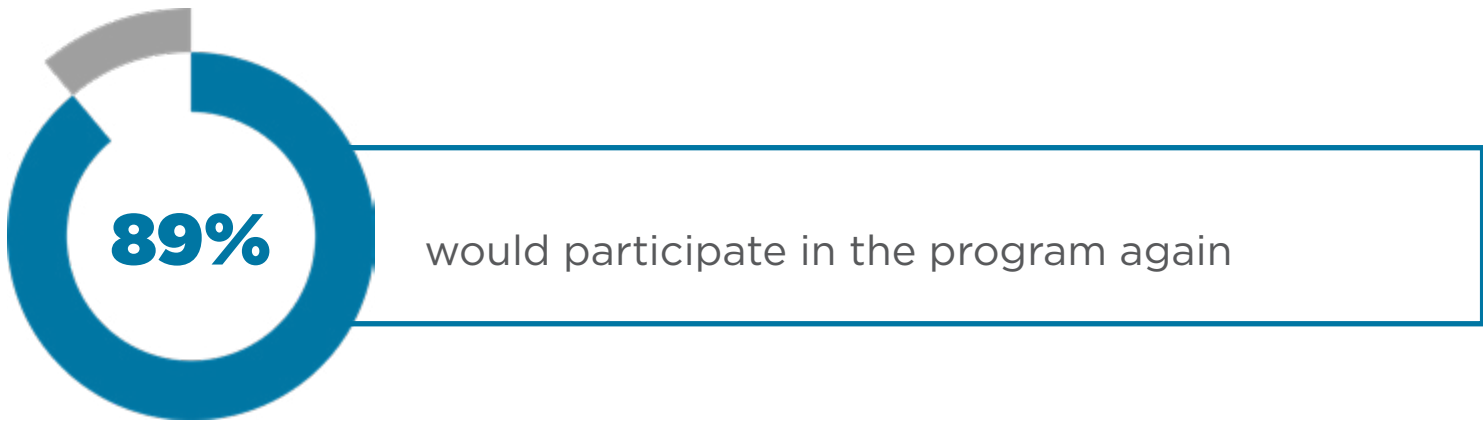
I have had the privilege of guiding my mentees through some challenging times at work and being a source of support. I've provided a safe place for them to talk about sensitive subjects that they could not easily discuss at work. It's very rewarding to help someone, however big or small the problem. I also continue to learn as a mentor. The process has improved my leadership skills and provided opportunities to evaluate my own views, while offering great satisfaction in helping others.

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Danièle Thillman
Green Man Gaming
MRC Mentor

What our Mentees Say



More Information

About the Program

Becoming a Mentor

The Process, Duration, & other FAQs

Contact us:

programs@merchantriskcouncil.org