



IBAT Mentorship Program

Frequently Asked Questions

1. How will mentor/mentee meetings take place?

Mentors and mentees may live in relative proximity to one another or may live in completely different parts of the state. With these disparities in mind, it is up to the mentors and mentees to decide which form of meeting best suits their needs. For many, this will mean virtual or phone meetings with their mentors.

2. How often do mentors and mentees meet?

Mentors and mentees will begin to meet in June. They are expected to meet once per month, each month, until February of the following year.

3. Are in-person meetings a part of the program?

While not a requirement to meet in person or during IBAT events, mentors and mentees can choose to participate and meet up at different IBAT events throughout the year such as at the Connecting Leaders Conference in the summer and the Annual IBAT Convention in fall. Visit www.ibat.org for all event listings and details.

4. Is there a cost for mentees to participate in the program?

Yes. Each mentee that enrolls in the program and is matched with a mentor will incur a one-time enrollment fee of \$995. This includes exclusive access to The IBAT Mentorship Program portal and resources to guide you on your journey. Please note, there is no cost to apply.

5. Is there a cost for mentors to participate in the program?

Mentors are giving of their time, experience, and passion for community banking. As such, there is no cost for mentors to participate in The IBAT Mentorship Program. Same as mentees, there is no cost to apply.

6. What kind of topics can one expect to be covered in the program?

This program will encompass professional development topics such as career growth, banking operations and best practices, recommended certifications, people management skills, succession planning and much more on the community banking forefront.

7. Can I make special requests about who my mentor is?

We know that there are many factors to take into consideration in a program like this. Upon application, mentees will be invited to list special requests to make of their mentors. This could include requests to be matched with a mentor of the same/opposite gender. It could cover competitor banks to avoid matching you with. The more visibility we have into your concerns, the greater we can work to ensure that you receive a great match.



8. If I enroll my employee to this program, should I worry about them being hired by a competitor?

It is our goal to facilitate great connections that help mentors and mentees grow professionally. Mentors enrolling in the program will sign a non-solicitation agreement and code of conduct which directly addresses these concerns.

9. How will I be matched with my mentor/mentee?

Through a partnership with MentorEase, mentor and mentee matches will be formed algorithmically based on the information that is provided by participants during the application process. While this doesn't guarantee a perfect match, the program boasts a high success rate in making quality matches between mentors and mentees. If you and your mentor fail to connect, a suitable replacement will be sought and/or IBAT will consider refunds for the program on a case-by-case basis.