

The logo features a stylized yellow arch above the text.

L. Patrick Mellon
MENTORSHIP PROGRAM

“One of the greatest values of mentors is the ability to see ahead what others cannot see and help them navigate a course to their destinations.”

— John C. Maxwell
American Author

Continued success in the fast-paced, complex, exciting media and entertainment industry requires insight, understanding, and self-motivation.

NAMIC's L. Patrick Mellon Mentorship Program is where to go to make it happen.



NATIONAL ASSOCIATION FOR MULTI-ETHNICITY IN COMMUNICATIONS

Mentees... Are you ready to take charge of your career? Are you ready to take your career to another level? Are you eager to learn? Mentors... Are you ready to pass along your knowledge? Are you ready to champion diversity? Are you ready to contribute to the success of someone who is potentially an industry leader?

Join the movement of expanding boundaries and opening a world of possibilities for the next generation of leaders. To sign up to participate as a mentor or mentee in the L. Patrick Mellon Mentorship Program, visit us at www.namic.com. If you have any questions, please contact: **Darryl Jackson**, Manager of Mentoring Relations and Chapter Operations, at **212.594.5985** or Darryl.Jackson@namic.com

The L. Patrick Mellon
Mentorship Program is
generously supported by :



cable's **diversity** advocate



L. Patrick Mellon MENTORSHIP PROGRAM

The goal of the L. Patrick Mellon Mentorship Program is to foster diversity in the media and entertainment industry by pairing NAMIC members with mentors who can assist them with their career advancement strategies. NAMIC established the mentoring program in 1993, and renamed it in 1997 in honor of one of NAMIC's founding members, the late L. Patrick Mellon, a respected mentor in the cable industry and executive with ESPN, Inc.

“The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.”

— Steven Spielberg
American Director, Producer
& Screenwriter

What is mentoring?

Mentoring is a process that links experienced individuals (mentors) with less experienced ones (mentees) in a collaborative partnership that benefits each. It is a caring, sharing, nurturing relationship in which the mentor serves as a source of information and a thoughtful guide. Mentoring lights the path as a mentee builds career momentum and learns to navigate the complexities of organizational and industry norms.

Who are the mentors?

Seasoned industry professionals are recruited to serve as mentors to NAMIC members. Mentors are asked to make a minimum commitment of two hours per month for a nine-month period to fully leverage the professional development of the mentee. In the one-on-one mentoring relationship, mentors provide support, guidance, and career advice.

Why should you participate?

Mentoring is a win-win proposition for mentees, mentors, their companies, and the media and entertainment industry as a whole. Mentoring helps shape future leaders through continuous learning, professional and personal development, and career enhancement. Mentees in the L. Patrick Mellon Mentorship Program have an opportunity to learn how to take ownership of their careers, thereby fueling their professional and personal growth.

“ We’re here for a reason. I believe a bit of the reason is to throw little torches out to lead people through the dark.”

— Whoopi Goldberg
American Actress & Comedian

Mentee benefits

Leaders from all walks of life have attributed much of their success to the guidance and support they received from mentors. By becoming mentees in the L. Patrick Mellon Mentorship Program, NAMIC members can acquire the knowledge, insights, and awareness to be empowered participants in their own successful career strategies. Some of the many other benefits that mentees can experience are:

Higher performance and productivity

Reinforcement of valuable skill sets and opportunities for continuous learning

Supportive feedback about personal and professional style

Helpful analysis of problem solving and decision making strategies

Better understanding of the “business” and its hidden norms

Knowledge of emerging industry trends and ideas

Expanded networks

Greater career satisfaction

“ Advice is like snow; the softer it falls, the longer it dwells upon, and the deeper it sinks into the mind.”

— Samuel Taylor Coleridge
English Poet

Mentor benefits

Mentoring is far more than a gesture of good will. Mentoring makes good business sense; it strengthens the media and entertainment industry’s recruitment and retention of the best and brightest. Mentoring is a powerful tool for identifying and building strong relationships with talented leaders of tomorrow and, as important, is a proven means of mining the potential of an increasingly diverse workforce. Finally, mentoring is a mechanism for ensuring that the collective knowledge and rich traditions of a constantly evolving industry are nurtured and passed along. As partners in the mentoring relationship, mentors can derive the following important benefits:

A sense of pride in seeing a mentee learn and grow

Enhanced coaching skills, cultural competence, and self-knowledge

Improved communication skills

Opportunity to model productive organizational citizenship

A chance to reflect upon and share career goals, challenges, and successes

The profound personal satisfaction that comes from being of service to others and “giving back”

Company benefits

Companies also derive benefits from employees who participate in the L. Patrick Mellon Mentorship Program. Chief among these are:

Development of the leadership pipeline

Guided employee focus on the specifics of their individual development strategies

Added support for employees in a constantly shifting industry landscape

Improved productivity

“Learning is finding out that you already know. Doing is demonstrating that you know it. Teaching is reminding others that they know just as well as you. You are all learners, doers, and teachers.”

— Richard Bach
American Author

Application Process

January, June, and September mark the official start times of the three annual L. Patrick Mellon Mentorship Program cycles, each lasting for a period of nine months. All NAMIC members are eligible to participate. Prospective mentors and mentees may sign up at any time to participate in the L. Patrick Mellon Mentorship Program by visiting the NAMIC website at www.namic.com and completing the on-line application. The resulting profiles are carefully studied and become an essential element in creating the most compatible mentoring pairs based on areas of interest, backgrounds, and expectations of the mentoring relationship.



“Mentoring brings us together — across generation, class, and often, race — in a manner that forces us to acknowledge our interdependence, to appreciate, in Martin Luther King’s words, that ‘we are caught in an inescapable network of mutuality, tied to a single garment of destiny.’ In this way, mentoring enables us to participate in the essential but unfinished drama of reinventing community, while reaffirming that there is an important role for each of us in it.”

— Marc Freedman
Award Winning Social Innovator,
Thought Leader & Author on the Longevity
Revolution & Social Entrepreneurship



NAMIC is the premier organization focusing on multi-ethnic diversity in the media and entertainment industry. Founded in 1980 as a non-profit trade association, today NAMIC comprises nearly 3,000 professionals belonging to a network of 16 chapters nationwide. Through initiatives that focus on education, advocacy and empowerment, NAMIC champions equity and inclusion in the workforce, with special attention given to ensuring that the leadership cadres of our nation’s media and entertainment giants reflect the multi-ethnic richness of the populations they serve. For more information, please visit www.namic.com and stay connected to NAMIC on:

