



THE RICHARD LINN AMERICAN INN OF COURT FORMAL AND INFORMAL MENTORING

The Richard Linn American Inn of Court has two formal mentoring programs to facilitate the development of private “one-on-one” mentoring relationships between members of the Inn outside of the regularly scheduled Inn meetings.: the Mentor/Protégé Program and the Pupil Group Mentor Program. Attached is the registration form on the two mentoring programs distributed to members of The Linn Inn each fall.

The Mentor/Protégé Program provides a special opportunity for an experienced practitioner and new attorney to meet and discuss specific practice experiences, exchange professional insights, and share candid perspectives about “everyday” practice issues and concerns.

The Pupil Group Mentor Program pairs two Inn members (at least one of which is a recent law graduate) with the Pupil members from each of the Inn’s participating law schools. The idea is to provide an informal forum in which Pupils (and possibly even other students from their schools) can explore their questions regarding preparation for and transition to professional practice.

Mentor pairings are assigned by the Officers of the Inn. In determining the pairings, the Officers will do their best to accommodate the interests of the Protégés and Pupils by pairing them with Mentors having experience in one or more of the areas of interest indicated on the registration form. The subject matter of the mentoring relationship and the individual meetings, however, e.g., personal, professional, career-development oriented, is at the sole discretion of the participants.

Normally, the formal term of the Mentor/Protégé or Pupil Group Mentor relationship is nine months, beginning with the announcement of the pairings in October. Protégés and Pupils are expected to contact their Mentors within two weeks of announcement of the pairings to propose a get-acquainted meeting (e.g., lunch or dinner). During the nine month term, each mentor pair is expected to meet a minimum of four times outside of the regularly scheduled Inn meetings. The initial get-acquainted meeting counts as one of the four meetings, which absent extraordinary circumstances, should occur within one-month of the announcement of pairings. Since this program lasts only nine months, the program begins as soon as mentors and protégés are paired up.

The Linn Inn also has an evaluation process for the two mentoring programs. There is a form for each program that the Mentor/ Protégé/Pupil can complete at the end of the year to evaluate the mentoring programs and its participants. The evaluation process provides feedback for the success of the mentoring program along with soliciting comments to improve the mentoring program in the future. Attached are copies of the two evaluation forms.

In addition, the Linn Inn has a system for creating informal mentorships through its pupilage groups. Each year the membership of the Linn Inn is divided into 7-8 pupilage groups equally distributing members of different experiences for two purpose: creating well-balanced groups for presentations and having small groups of new and experienced attorneys to facilitate informal mentorships. The Linn Inn requires at least one in-person meeting of each pupilage group and encourages additional in-person, telephonic, and e-mail communications to facilitate creating collegiality throughout the membership and to allow opportunities for informal mentorships. In addition, the annual changes in pupilage group memberships further fosters meeting new members and creating informal mentorship opportunities.