



2026-2027

LEADERSHIP WESTMORELAND MENTORSHIP PROGRAM

Develop leaders. Strengthen workforce. Drive community impact.

PROGRAM PURPOSE

The Mentorship Program is designed to deepen participant growth by connecting emerging leaders with experienced professionals who provide guidance, accountability, and real-world perspective throughout the 9-month leadership journey.

This component strengthens:

- Leadership skill application
- Professional network development
- Community engagement
- Long-term participant impact

PROGRAM STRUCTURE

MENTOR COMMITMENT

- One mentor per participant (*or small group model if needed*)
- Minimum:
 - 1 meeting per month (*60–90 minutes*)
 - 2 in-person touchpoints (*Kickoff + Midpoint or Capstone*)

PARTICIPANT COMMITMENT

- Prepare agenda for each meeting
- Set personal leadership goals
- Complete reflection exercises

ENHANCED MENTORSHIP MODEL: JOB SHADOW AS A CORE TOUCHPOINT

In addition to regular mentor meetings, each participant will complete a **Job Shadow Experience with their assigned mentor.**

PURPOSE OF JOB SHADOW

The job shadow serves as a high-impact experiential learning opportunity, allowing the mentee to:

- Observe leadership in a real-world setting
- Understand day-to-day decision-making
- Gain insight into organizational operations and challenges
- Strengthen the mentor/mentee relationship

Questions?

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