

**JAMS Panelist Mentor Program**

**Purpose**

* To perpetuate the supportive mentoring and sponsorship culture within the company.
* Mentoring refers to a relationship where a panelist with longer JAMS tenure works with a developing panelist to offer guidance. Each new panelist is assigned a mentor.
* Sponsorship is a deeper relationship where the mentor also offers assistance in acquiring business.

**Results of a Successful Initiative**

* Infusion of JAMS culture into the on-boarding process
* Increase in new panelist’s support and comfort level
* Maximize speed of ramp up, if possible
* Enhanced panelist skills
* Recruiting advantage over providers that do not have a mentoring culture and program
* Transition of clients from panelists who are retiring or cutting back to other JAMS panelists
* Internal recognition for successful sponsorship efforts

**Action**

* Determine existing panelists who can benefit from a focused mentor relationship
* Develop a list of willing and qualified mentors
* Consider assignment of neutrals who are retiring or cutting back as mentors
* Establish guidelines for mentoring to align expectations of the program
* Establish a system to track mentoring activity
* Communicate internally to recognize successful mentoring efforts