

For Inspiration and Recognition of Science and Technology

How To Utilize Mentors In Creating A Winning FRC Team

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#1730 Team Driven Mentors



Agenda



WHO?



Mentor



What is a FIRST Mentor?



■ **mentor:**

Function: *noun*

Etymology: Latin, from Greek *Mentōr*

Date: 1616

1 *capitalized*: a friend of Odysseus entrusted with the education of Odysseus' son Telemachus

2 **a**: a trusted counselor or guide **b**: tutor, coach

(Via: [Merriam Webster Online Dictionary](#))



Be the Guard Rails



What is a *FIRST* Mentor

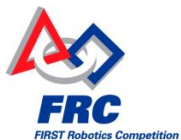


The Vision of *FIRST* Programs:

"To transform our culture by creating a world where science and technology are celebrated and where young people dream of becoming science and technology heroes."

A *FIRST* mentor personifies this vision!

Be the HERO!



What is a *FIRST* Mentor



A mentor to a team is:

- *An extension of the team sponsor/head coach*
 - *Extra eyes, ears, hands, feet*
 - *Technical support/augmentation*
 - *Network entrance point*
- *An implementer of the team vision*
 - *Works toward the same goals*
 - *Helps to deliver a consistent message*

Be on the same page!

What is a *FIRST* Mentor



A Mentor:

- ✔ Can be a person of any age, teaching others what they know
- ✔ Brings either technical or non technical expertise to the team
- ✔ Provides the opportunity for students to learn directly through experiences
- ✔ Begins as a teacher, evolves into a colleague
- ✔ Knows that Mentoring and Coaching is about inspiring and guiding
- ✔ Provides students the environment to succeed
- ✔ Is patient, supportive, enthusiastic, compassionate and available
- ✔ Remembers what's important – it's about the kids and they come first

Where to use Mentors



- **Engineering**
- **Building/Manufacturing**
- **Computer Aided Design (CAD) (Software Depending on Team)**
 - Inventor
 - Pro-E
 - Solidworks
- **Computer Programming**
 - NI Labview
 - C++
 - Java
 - Animation (AutoDesk 3ds Max)



Where to use Mentors



- **Marketing**
 - Team Branding
 - Presentations
 - News letters
- **Website Design**
- **Project Management**
 - Team Management
 - Travel
 - Team Building



When to use mentors



- Keep Mentors Involved on a high level, in all aspects of the team
 - Mentors like being involved and want to participate
 - They may not be expert on a topic but most have great networks
- Keep mentors focused on area of expertise
- Don't spread them too thin



Why Utilize Mentors



- Establish networks
- Gain professional support and encouragement
- Receive honest and informal feedback
- Gain competency in technical issues and new technologies
- Expand growth and gain exposure to new ideas, theories, practices
- Save time and money by avoiding 'reinventing the wheel'
- Secure future resource(s) for advice and ideas

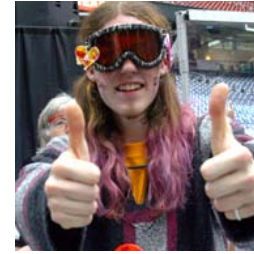
How?



- Get Mentors early in the process
 - Invite every one you know to the kickoff every year, Parents, Local Business's & Friends
 - Don't turn away mentor help unless the mentor is detrimental to the team
- Set up Ground Rules for Mentors
 - A couple of key mentors should be role models for the other mentors.
 - Remember it is about the Kids and not the mentors
 - FIRST mentors need to realize that they are being role models
 - Decide if mentors need to be disciplinarians on those rare cases



How?



- Schedule meeting and build times
 - Mentors have day jobs
- Have fun. Let the kids show you how to loosen up and have fun.
- Empower kids to show off their skills
- Encourage the mentors to meet socially, without the kids present



How Mentors Transfer Ownership

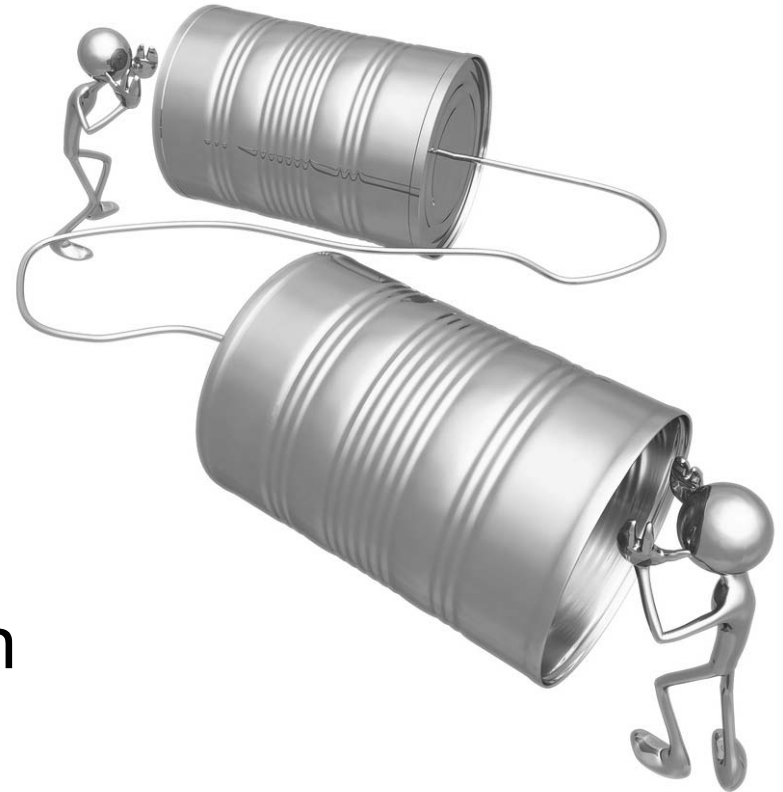


1. I Do / You Watch
2. I Do / You Help
3. You Do / I Help
4. You Do / I Watch

How to Communicate



- Keep Communications open between Team and mentors
- Determine communication methods early
 - Kids don't e-mail
 - Many adult's don't text
- Set up meeting time between Coach and mentors (without kids around)



Q&A



Good Luck !

