



## **THE GEORGE A. MCALMON AMERICAN INN OF COURT**

### **The George A. McAlmon American Inn of Court Mentorship Program**

#### **STATEMENT OF PURPOSE**

A fundamental objective of The American Inns of Court is to foster excellence in professionalism, ethics, civility and legal skills. To achieve this objective, creating mentorship opportunities for lawyers and members is essential. The George A. McAlmon American Inn of Court establishes this program (“Mentorship Program”) for the purpose of transmitting excellence in professionalism, ethics, civility and legal skills from one generation of legal professionals to the next.

#### **OBJECTIVES**

The objectives of The George A. McAlmon American Inn of Court are as follows:

- § To establish a society of judges, lawyers, legal educators, law students and others, to promote excellence in legal advocacy in accordance with the Professional Creed of the American Inns of Court;
- § To foster greater understanding of and appreciation for the adversary system of dispute resolution in American law, with particular emphasis on ethics, civility, professionalism and legal skills;
- § To provide significant educational experiences that will improve and enhance the abilities of lawyers as counselors and advocates and of judges as adjudicators and judicial administrators;
- § To promote interaction and collegiality among all legal professionals in order to minimize misapprehensions, misconceptions and failures of communication that obstruct the effective practice of law;
- § To facilitate the development of law students, recent law school graduates, and less experienced lawyers as skilled participants in the American court system;

- § To preserve and transmit ethical values from one generation of legal professionals to the next; and
- § To build upon the genius and strengths of the common law and the English Inns of Court and to renew and inspire joy and zest in legal advocacy as a service worthy of constant effort and learning.

Mindful of these objectives, The George A. McAlmon American Inn of Court will strive to create a culture of mentoring wherein Masters of the Bench, Barristers, and Associates will share and profit from mentor and mentee relationships.

### **MENTORING COMMITTEE**

The George A. McAlmon American Inn of Court establishes a Mentoring Committee whose purpose is to ensure that the objectives of the Mentorship Program are carefully planned, implemented and evaluated. The Mentoring Committee shall be made up of no less than four members, one of whom will be an Inn officer and another who will be a judge. The Mentoring Committee's responsibilities are to oversee this Mentorship Program which includes the following:

- § Communicating the existence and organization of the program;
- § Establishing goals and timelines for mentoring activities in each Inn program year;
- § Collaborating with the Inn's other committees to increase mentorship opportunities for members;
- § Creating organized mentoring relationships ("matching") within the Inn;
- § Creating specific mentoring programs;
- § Creating and communicating guidelines regarding expectations between mentors and mentees;
- § Assuring active participation by members;
- § Establishing appropriate accountability mechanisms;
- § Evaluating success and areas for improvement; and
- § Troubleshooting.

## **CREATING MENTORSHIP OPPORTUNITIES**

The objectives of the mentoring program are, whenever possible, to be integrated into all Inn activities. Mentorship opportunities exist and can be incorporated in to the following:

- § The organization, structure and programs of the pupillage teams;
- § The organization, planning and attendance of regularly scheduled Inn meetings;
- § The organization, planning and attendance of special Inn meetings;
- § The organization, planning and attendance of Inn educational programs;
- § The organization, planning and attendance of collaborative meetings and programs with other legal professionals and organizations;
- § The organization, planning and participation in the Inn's outreach or community activities;
- § The organization, planning and attendance of the Inn's annual dinners and social functions;
- § The organization and work all of the Inn's organizational committees;
- § Specific mentoring programs and meetings as recommended by the mentorship committee;
- § Organized mentoring relationships ("matching") as recommended by the mentorship committee; and
- § Additional mentorship opportunities as may be suggested by the membership or as the result of the continual evaluation of the mentorship program.

## **EVALUATING**

The Mentorship Committee shall continually evaluate this program for success and for areas of improvement. At the end of the year, the Mentoring Committee will conduct an evaluation of the Inn's Mentoring Program, seeking input from all of the Inns members. The results of the evaluation shall serve as a means for continually improving the Inn's mentoring program.