

Great Wardens Project

Building Great Wardens: The Importance of Mentorship

October 17, 2023

Tech Check

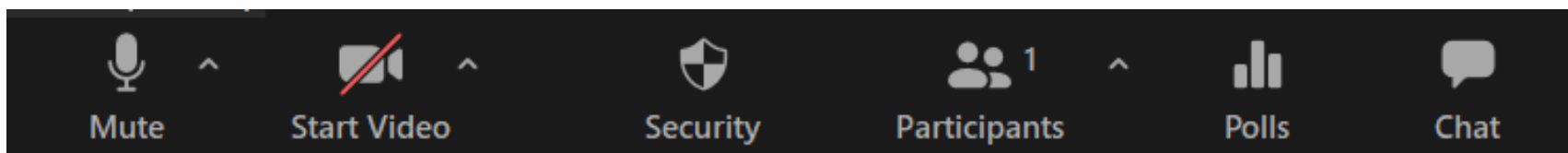
Mute



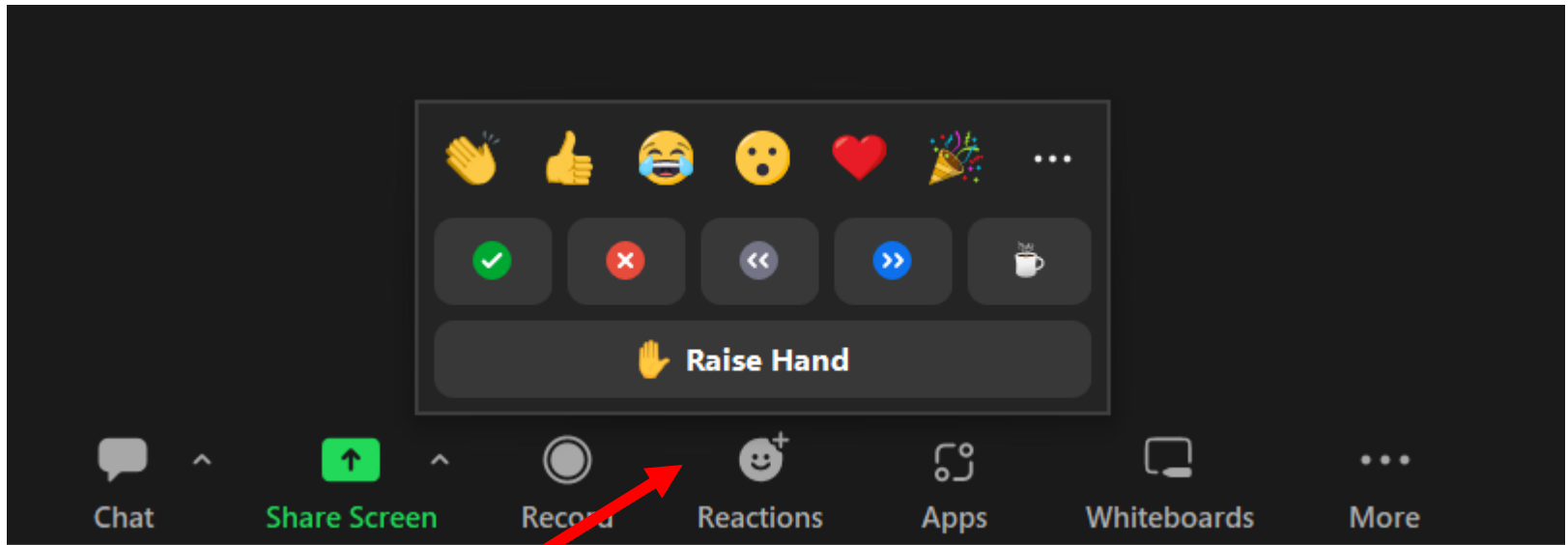
Video



Chat



Join the Conversation



Mission

The Great Wardens Project provides mentorship and training to develop bold prison leaders and build a corrections culture based on safety and dignity.

Core Beliefs

- Wardens and Superintendents have a responsibility to promote safe, secure, and healthy corrections facilities.
- Advocates and prison leaders can work together to reimagine how corrections facilities operate and shape a new generation of committed corrections professionals.

Today's Speakers



Lynn Bissonette

Superintendent (ret)

Massachusetts Department of Corrections



Mark Nooth

Eastside Institutions Administrator

Oregon Department of Corrections

Meet Our Task Force



The Importance of Mentorship

- Promotes a culture of success
- Demonstrates care
- Creates a sense of connection
- Encourages knowledge building and sharing



Mentorship and Staff Wellness

- Reduces isolation
- Builds confidence
- Offers a space to air out concerns or struggles
- Can alleviate stress and anxiety
- Fosters hope



Group Discussion

What kind of support did you have as a new warden or superintendent?

What kind of support do you wish you had received?

Types of Mentorship

- Individual vs Group
- Formal vs Informal
- Supervisory vs Peer-to-peer
- In person vs Virtual
- Job-specific vs Career development



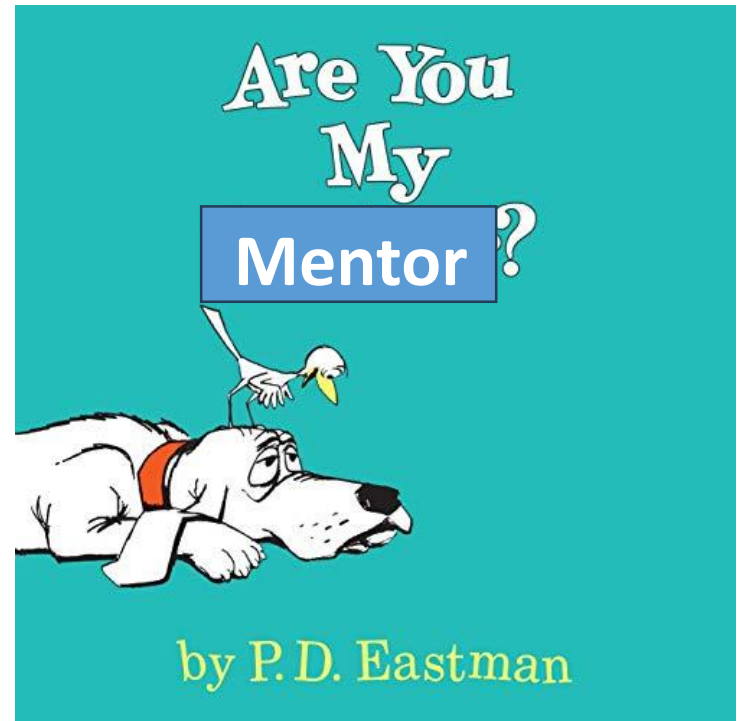
Becoming a Mentor

- Anyone can be a mentor – regardless of title
- Think beyond supervision
- Informal mentorship isn't always obvious
- Be intentional



Choosing a Mentor/Mentee

- Trustworthiness
- Compatibility
- Similar vision and goals
- Seek out people who are struggling



The Mentor Relationship

- Give and/or receive feedback
- Put ego aside
- Identify strengths and challenges
- Meet regularly



Giving and Receiving Feedback

- Avoid assumptions – instead, be curious
- Ensure expectations are clear – there should be no surprises
- Be consistent and clear



Barriers to Mentorship

- Not enough time
- Conflicting priorities
- Challenges receiving feedback
- Job burnout
- Lack of hope



Group Discussion

How has mentorship helped you become a better leader?

Get Involved

For additional information, please visit our website at: greatwardens.org

Direct questions

to: greatwardens@justdetention.org

Connect with JDI:



www.facebook.com/JDIonFB



www.twitter.com/justdetention



Resources

[Successful Mentoring in a Correctional Environment](#)

[Holding "Those" Performance Conversations](#)

[Stressed at Work? Mentoring a Colleague Can Help](#)

Join us next time!



January 18, 2024

April 18, 2024

June 20, 2024



An evaluation survey will automatically appear after this meeting!