



ASQ's [Emerging Quality Leaders Program](#) is for aspiring, high-potential, mid-level quality professionals to take their careers to the next level by further developing their leadership skills. Identified by their organizations as having the ability to advance in their positions and careers, these individuals have actively demonstrated exemplary performance, values, and results in their current roles.

Mentoring is a key component to the success of our EQLP cohort participants. Direct one-on-one communication further enriches the experience by providing measurement for mentee accountability and growth within the 10 Leadership Topics from the Human Development & Leadership Division, covered within the 12-month EQLP curriculum.

Mentoring Program Objectives:

- Create opportunities for ASQ Divisions, Segments, individual and linked members to actively share leadership knowledge and soft skill development within a formal mentorship role
- Enable mentees to drive interaction by seeking guidance, advice, and constructive feedback from their assigned mentor to develop their business and leadership acumen
- Experience supports mentees in delivering positive results back to their organization through active projects
- Increase engagement and networking opportunities within ASQ Membership
- Provide a comfortable environment of confidentiality to mutually share experiences and growth between the mentors and mentees

Mentor Requirements	Time Commitment Responsibilities
Advanced level quality professional, currently in a role of Manager or above	5 hours minimum over 10 months - <i>from July through May</i> (per RU requirements)
Has 10-15 years of experience in management roles and leading teams	Actively submits feedback to ASQ's Program Manager via surveys, on mentee's progress
Preferably certified in an advanced quality methodology, such as Six Sigma	Able to honor meeting times and maintains flexibility per scheduling considerations
Is comfortable with active listening practices and providing constructive feedback to mentee	Maintains confidentiality and avoids conflict of interest in interactions with assigned mentee

Mentee Requirements	Time Commitment Responsibilities
Accepted in the 2019-2020 Emerging Quality Leaders Program	5 hours minimum over 10 months - <i>from July through May</i> (per EQLP Curriculum)
Has 10-15 years of experience as a quality professional and actively manages a team	Actively drives conversation with Mentor – determines best means of routine contact (email, phone, WebEx, etc) and maintains appointments
Is comfortable with active listening practices and providing constructive feedback to mentee	Able to honor meeting times and maintains flexibility per scheduling considerations
Adheres to the ASQ member code of ethics and maintains within professionalism	Maintains confidentiality and avoids conflict of interest in interactions with assigned mentor

Mentorship Benefits:

- ASQ Community recognition by supporting quality professionals in growing their network, professional and personal growth
- Earn Recertification Units (up to 0.5 / year) by completing the minimum of 5 hours of mentoring over 10 months (30 minutes / month) within EQLP curriculum schedule
- Develop new contacts and widen network within the ASQ Membership

Mentor Application Process:

- If interested, the first steps is to complete the [ASQ Mentorship Application](#) for acceptance into the Program:
 - Previous EQLP mentors are grandfathered into this process, but will be required to refresh expertise and experience information annually
- For participation with the EQLP Cohort, Mentors will be notified of acceptance via email by early June
- ASQ will match EQLP cohort participants with accepted EQLP mentors by mid-June, upon receipt of Confidentiality & Participation Agreements

Mentorship Guidelines & Requirements:

- Mentees will complete EQLP Mentee Goal worksheets after July 11th Virtual
 - Goal worksheets will be used to drive communications between mentor and mentee, and include guidelines for time tracking (if applying towards ASQ Recertification Units)
- ASQ will only share contact information of mentor with assigned mentee – no contact information will be shared outside of the Program
- ASQ Surveys will be sent on the following cadence to the mentors for feedback:
 - 3 months (October)
 - 6 months (January)
 - 9 months (April)
- Mentees will share their Project Charter information with mentors to solicit guidance and feedback on final project completion and presentations
 - Due to this requirement, ASQ will avoid conflicts of interest through the vetting and acceptance process of mentors when assigning to mentees
- Mentors are invited to join 4 EQLP Virtuals within the curriculum, as their schedule allows, for active coaching and guidance of their mentee's development (WebEx invites sent separately)
- Mentors shall not be assigned more than 2 EQLP mentees at a single time
- Throughout the 12-month EQLP Curriculum, Mentors and Mentees will adhere to ASQ Membership Compliance Policies (located at asq.org/about-asq/governing-documents) and maintain confidentiality with each other
 - If any issues arise, concerns will be referred to ASQ's Ethics Committee to address
- Mentors will submit completed time tracking sheets for RU's via ASQ's Recertification website under "[Instructor Credit – Worksheet C](#)" within the ASQ Recertification Journal. Find all Recertification information at: asq.org/cert/recertification

EQLP Mentorship Program Contacts:

For all information regarding participation within mentorship for ASQ's Emerging Quality Leaders Program, contact emergingqualityleader@asq.org, or visit asq.org/programs/emerging-quality-leaders/faqs for answers to commonly asked questions.