



ICMCP “Mutual Match” Mentor-Protégé Program

The International Consortium of Minority Cybersecurity Professionals (ICMCP)

“Bridging The Great Minority Cybersecurity Divide...”

“Life’s Most Persistent and Most Urgent Question is, What Are You Doing For Others?”....Dr Martin Luther King Jnr



“Mutual Match” Mentor-Protégé Program Overview

“Mutual Match” Mentor-Protégé Program

Mentor-Protégé Program seeks to create lasting and mutually rewarding professional networking and learning opportunities for cybersecurity practitioners acting as mentors or protégés

MENTORS - Experienced Cybersecurity Leaders who want to:

- Mentor Minority Cybersecurity Practitioners on professional growth and career development
- Share professional and life experiences to help other Minority Cybersecurity Practitioners
- Develop new relationships
- Experience dynamic personal growth through interactions with others

PROTEGES - Minority Cybersecurity Practitioners who want to:

- Gain insight from experienced mentors on professional growth and career development
- Develop new relationships
- Experience dynamic personal growth through interactions with different mentors



“Mutual Match” Mentor-Protégé Program - Qualifications

Qualifications of Proteges

- Actively enrolled ICMCP Member
- Active volunteer in AT LEAST ONE ICMCP Committee

Qualifications of Mentors

- Must be Director or above or a Program Manager for a large organization or have significant experience owning or running a business
- Must have varied leadership experience as a first or second level supervisor, or beyond
- Must possess the following skills: listening, advocacy, teaching, and sharing
- Must be able to challenge protégés to seek out opportunities that build leadership skills and increase visibility
- Need not be a ICMCP member
- Need not be a Minority

Program Limitations:

Only 10 - 15 protégés are selected for the program each year; priority is given to early applications



“Mutual Match” Mentor-Protégé Program - Application

Application & Enrollment Process

- All protégé must complete a Cybersecurity Skills Assessment and complete an online Applicant Profile available at <https://icmcp.org/skills-assessment-form/>
- “Mentor Match” will be based on current career level, desired career goals and other factors to include:
 - Specialty
 - Geography
 - Industry preferences
 - Background and experiences
 - Mentor availability
- Applications are reviewed, ranked and scored and submitted to the Committee for approval and matching.



“Mutual Match” Mentor-Protégé Program - Expectations

Mentoring Partnership - 12 Week Time Commitment (Sr. protégés will be longer)

Suggested meeting considerations:

- Meet for a minimum of two hours per month (Recommend 30 minutes per week).
- Face to face when possible
- Mentees have a prepared agenda of topics to discuss with the mentors prior to the meetings
- Recap after your meeting to insure that objectives are understood and will be followed through on
- Mentor/mentee can establish a meeting schedule that works best for each party as long as minimum guidelines are met

Progress checks:

- Kick off, 6 weeks , Final-closure 12 weeks.



“Mutual Match” Mentor-Protégé Program - Responsibilities

Mentor Responsibilities	Protégé Responsibilities
Keep scheduled appointments	Keep scheduled appointments
Maintain confidentiality	Active Involvement in ICMCP as a Volunteer
Provide leadership	Must have a desire to have a mentor and must be committed to making the relationship successful
Encourage and listen to mentee	Responsible for seeking assistance from the mentor, setting milestones and agreeing on meeting schedules
Provide constructive feedback	Be clear about expectations from the mentoring relationship
Advise and potentially sponsor	Incorporate mentoring goals into career development plan
Assist with career planning	Maintain the attitude to learn No shortcuts!





“Mutual Match” Mentor-Protégé Program – Protégé Responsibilities

- **Set up Weekly meetings**
 - Take the lead in scheduling meetings and identifying topics on which you desire the mentor’s input; you are responsible for ensuring that the relationship results in the guidance you need; **be on time!**
- **Maintain confidentiality**
- **Be open to feedback**
 - Candidly share feedback you’ve received and your individual development plan;
- **Take appropriate action on feedback provided**
 - Be willing to try *different* behaviors and approaches suggested by your mentor, even if they are uncomfortable at times.
- **Prepare real life scenarios to discuss with mentor**





The First Meeting

The First Meeting...

- Understand each other's expectations
- Understand each other's professional role and background
- Agree on meeting schedule and logistics
- Review contact information and preferred method of communication
- Schedule and discuss agenda for next meeting



Mentor: Building a Rapport

Pre-Meeting Questions/Thoughts

- What are your expectations for your Mentee?
- What are your goals for this relationship?
- What ground rules would you like to set?
- What do you hope to gain from this?
- What criteria do you think you need to successfully evaluate this relationship?
- What do I have to offer the Mentee?
- What would my Mentee be interested in learning or gaining from me?





Sessions Overview

Mid-Experienced

- Introduction
- Career Planning and Goal setting
- Branding
- Soft skills:
 - Leadership skills
 - Organizational skills
 - Problem solving
 - Public Speaking and presentation
- Career planning-revisited
- CV writing, Bio
- Closing

University –Early Career

- Introduction
- Areas of study leading to information Security
- Career Planning and Goal setting
- Soft skills:
 - Leadership skills
 - Organizational skills
 - Problem solving
 - Public Speaking and presentation
 - Job Searching and scholarships
- CV writing, Bio
- Role Models
- Closing





Q&A

“Life’s Most Persistent and Most Urgent Question is, What Are You Doing For Others?”....Dr Martin Luther King Jnr