

CREDA MARYLAND | DEVELOPING LEADER MENTORSHIP PROGRAM

The **CREDA Maryland Developing Leaders Committee** is starting the third round of its six-month Mentorship Program for members age 35 and under. The purpose of this program is to reinvest industry knowledge and develop the next generation of leaders by enhancing skills and preparing participants for future leadership roles. The goal is to help spark a mentorship connection that will continue to grow after the completion of the program.

The Developing Leaders mentorship program is strictly for mentorship purposes and an opportunity for continued knowledge and career development, not a hiring or interviewing process between participating companies.

Developing Leaders must complete an application to be reviewed by the Developing Leaders Chair and CREDA Maryland staff to be selected to participate. Individuals interested in participating in the mentorship program will have to complete an application before October 16, 2026. [View application here](#). Mentees will not be paired with mentors within the same company.

Each individual mentor will conduct a 1:1 session for a minimum of three meetings over the six months. Mentees are expected to meet with their mentors in person for each session. The mentee is responsible for reaching out to the mentor to schedule the meetings.

When notified of your mentors, we will identify what topics they are able to participate in. Mentoring meetings will take place November through April.

Timeline:

Date	Task
September-October	Applications Open
October	Mentee/Mentor assignments
November	Meeting 1
December	Meeting 2
January	Meeting 3, Group gathering coffee or happy hour
February	Meeting 4
March	Meeting 5
April	Meeting 6, Program Conclusion Networking Event

In addition to the above, mentors are expected to be available for regular email correspondence, providing a response to mentee questions within 24-72 hours of receiving the email.

At the end of the six-month program, there will be a networking event for all participating mentors and mentees to connect and share the successes of their own experience. Each mentee will be asked to share one success story from the program prior to the event so that we can showcase them at the event. A survey will be distributed asking for feedback on the program structure, experience, and what changes they'd recommend.