**Accessible Description of "New Director Mentoring On Demand"**

Audio Note: upbeat and cheerful background music is playing throughout the video

**Slide 1: Title Slide - “New Director Mentoring On Demand”**

Visual Description:

On the left side, there is a confident, smiling woman with medium brown skin and short, styled hair. She wears a dark business suit and light blue shirt, standing against a gray gradient background with her arms crossed.  
On the right side, bold white capital letters on a dark background read:  
NEW DIRECTOR MENTORING ON-DEMAND  
Below that, smaller white text says: *"aka a mentor in your pocket!"*

**Slide 2: Heading - “Is It for You?”**

Three Points with Icons:

New director? (Icon: Stopwatch)  
Whether you're brand new in your job or you’ve been in it for 5 years and still on a learning curve

Struggling with something? (Icon: Worried face)  
Whether it’s understanding a fiscal report, creating a high-performing leadership team, or just managing your day

Don’t have time for a 2-day class? (Icon: Thumbs down)  
Whether you just want to call someone as a sounding board or an hour a week with someone who’s been through it before.

**Slide 3: Heading - “What It’s Not…”**

Bullet Points:

* It’s not hiring a consultant to tell you what’s wrong with your agency
* It’s not going to a week-long management training course
* It’s not mandated by RSA
* It’s not a predetermined curriculum of everything you need to know as a director
* It’s not even really about vocational rehabilitation

Visual Element: a large red prohibition symbol (circle with a slash)

**Slide 4: Heading - “What It Is…”**

Numbered List:

1. It's personalized to you  
   Mentoring is tailored based on what you want.
2. It’s on-demand  
   Frequency is made to fit your schedule.
3. Its content is what you choose  
   Topics are always picked by you.
4. …wait for it…  
   (A teaser for the next slide.)

**Slide 5: Heading - 4. It’s Virtual…**

Subheading: *"You never have to leave your office, your car, or your home because..."*

*you have a ‘mentor in your pocket!’”*

Image Description:  
A professional is pulling a wallet from their jacket pocket. On top of the wallet is a photo of an older man in a cap and glasses, representing a mentor (photo of Greg Schmieg)

**Slide 6: Heading - Why Mentoring?**

Three Equal Columns:

What is it?  
A collaborative relationship between a more experienced individual (me) and a less experienced individual (you) that is focused on your personal and professional development.

What happens?  
The mentor (me) provides guidance, support, and knowledge to you. I share my expertise, experiences, and insights to help you grow, learn, and achieve your goals.

What’s the value?  
My support may include coaching you about anxieties and uncertainty, providing feedback and role modeling. Other support includes career guidance, skill development, and acknowledging your achievement.

**Slide 7: Heading - What to Expect from a Mentor…**

Bulleted List:

* Open and honest communication
* Mutual respect and trustworthiness
* A collaborative atmosphere
* Guidance and advice
* Help with goal setting and activities to reach those goals
* Support and encouragement
* Regular meetings and check-ins
* Promotion of independent thinking
* The sharing of experiences and challenges
* Constructive feedback without feeling criticized
* Completely confidential and in a safe environment

Image Description:  
Two professionally dressed people talk in a modern office; one holds a clipboard.

**Slide 8: Heading - A Little About Me…**

Personal: Just a regular guy – had polio as a child, Vietnam vet, live outside of Savannah, married for 49 years with 2 grandkids, enjoy playing music and biking

Education: M.A. in Clinical Adult Psychology (Southern Illinois University); Ph.D. in Rehabilitation (Auburn University) with focus on leadership

Professional experience: hospital CEO for 2 hospitals, executive director Roosevelt Warm Springs Institute for Rehabilitation, executive director Georgia VR Agency, consulting for past 9 years

Image Description: a head shot photo of Greg Schmieg

**Slide 9: Heading - *"If you are interested in learning more about mentoring...***

Follow-up (Smaller Text):  
*"...we’ll be happy to schedule a call at your convenience."*

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Thank you for watching