

IMPORTANT INFORMATION

The success of HEMP revolves around exposing the **right people** to the program, creating an **empowering environment** for participants to succeed, and creating a program feedback loop for **continuous improvement**.

Experience has taught us that the more a person puts into making lasting connections early, the more the individual will gain from HEMP. Successful applicants will make HEMP a priority and participate fully.

GUIDELINES:

- Own a majority of the business AND operate as the sole Ultimate Decision Maker of the business for a minimum of 3 years
- Business must generate over \$1.2 million in annual revenues
- Business must have a minimum of 5 full-time employees
- Applicant should have a desire to substantially grow the business
- Applicant displays internal and external integrity as a business owner
- Willing to invest the time to meet a mentor a minimum of 2 times per month
- Desire and commitment to be actively involved in HEMP by attending 75% of HEMP events

ANNUAL FEE NOTICE:

Accepted Mentees will commit to a 3-year program with an annual fee of \$3,000.

EXPECTATIONS OF MENTEES:

- Commit to a 3 year program
- Actively manage the relationship with your Mentor – it's your responsibility to get the most from the relationship
- Meet with your Mentor regularly, a minimum of two times per month
- Attend the annual Retreat
- Attend 75% of HEMP events which are held about 1-2 times per month – including breakfasts, topic roundtables, resource showcases and visits to Mentee businesses

HELZBERG ENTREPRENEURIAL MENTORING PROGRAM

2000 Baltimore Avenue, Suite 200 – Kansas City, MO 64108

SITE VISIT INTERVIEW DATES

If you are selected to continue through the interview process after submitting your application, we ask that you are available for a site visit lasting approximately 60 minutes at your business location. The purpose of this visit will be for us to get to know you as well as you to get to know us so that we may each determine whether HEMP is a fit for your needs. **Site visits will be held the last week in August and first week in September, we will schedule them with you as soon as possible if you are selected for an interview.**

CLASS OF 2010 REQUIRED DATES

If you are selected as a participant in the Mentee Class of 2010, you will attend the following events to learn about the program including an Orientation Lunch, the Mentor Matching Event, the Mentor/Mentee Link-up Sessions and annual Retreat. It is critical that you attend all of these events so that you can meet others within your class, have as much input as possible in the selection of your Mentor, and begin your mentoring relationship on a solid foundation. We will confirm these dates with you if you are selected.

Orientation Lunch	September 16th
Golf Tournament (<i>OPTIONAL</i>)	September 23 rd
Matching Event	October 5 th
Link-Up Session	October 20 th
Annual Retreat	November 9 th

SELECTION AND TIMING

Each fall, a new class of Mentees is accepted into HEMP to begin their three-year mentoring relationship commitment. This is done one time a year and the program year begins October 1.

Applications are accepted in August. Shortly thereafter, **up to 25 individuals are chosen to continue through the site visit process.** The site visit is a visit to your location by 10-12 HEMP participants and staff. It's the opportunity for us to get acquainted so that both of us can determine whether HEMP is a mutually beneficial fit for your needs.

Once all of the site visits are completed at the end of the first week of September, we make **the final Mentee selection of up to 20 Mentees.** Demand always exceeds program capacity so we ask that you think seriously about whether you can devote the time and energy to making the program a success. The rewards are tremendous, but it does take involvement and participation on your part.

Next is the **Orientation Lunch with your class**, information on possible Mentors is provided, the **Matching Event** occurs to match you with a Mentor, and you begin your HEMP experience. The expectation is that you will be **matched with a Mentor by November so you have a chance to meet everyone.**

One of the first major events that you will be asked to attend is the annual **Retreat.** This is a one-day session format with a dinner in the evening. Although the workshop content always receives high marks, the interaction with others in the program is rated as being the key reason that people attend. While events are generally complimentary to HEMP participants, there is a charge for the Retreat of \$500 to help defray the costs of the large day event. The Retreat is a great way to begin your HEMP experience by connecting with others in the program on a more in depth basis.

“Empearlment”

*Participant stories of empowerment from
HEMP that has timeless value - much like a pearl.*

“I have often told friends and colleagues that applying to be a part of HEMP was the single best business decision I’ve ever made. My relationship with my Mentor has enriched both my professional career, as well as my personal life. My relationship with the other Mentees and Mentors has helped me see that I’m not alone and I have support in the most difficult of business decisions.”

*Bill Hartnett, Mentee Graduate
Harvest Productions*

“The moment I was accepted into HEMP, I felt that there was an amazing community of successful people who were there for me. It was very powerful to know that I was not alone. What a generous gift the Helzbergs have given to Kansas City entrepreneurs!”

*Mike Pasley, Mentee Graduate
Central Packaging*

“I believe HEMP provides a safe place for me to be authentic and encourages me to be the best me I can be. The energy that staff, Barnett and the Board create is one of growth and love.”

*Michelle Robin, Mentee Graduate
Your Wellness Connection*

“Barnett writes, ‘The essence of HEMP is in the people—both giving and getting back.’ Like nearly everything, this organization is what you make of it for yourself and for your own world.

HEMP is built on the premise of growing and nurturing relationships by providing an enduring link between knowledgeable business veterans and established entrepreneurs. We are being presented the opportunity to make a commitment to be part of this success story.”

*Gerry Minor, Mentor
Retired Plant Manager - Ford Motor Company*

“HEMP is an extension of Barnett Helzberg. His vision, energy, and passion have allowed me in some small way to participate in a program that hopefully has benefited others, but at the same time has allowed me to give of myself while making a new friend!”

*Henry Bloch, Mentor
Founder of H&R Block*