



ORANGE COUNTY CHAPTER

Welcome

Learning, Serving, and Leading with PMI-OC



Mentoring Program Goals

- Facilitate the professional development and enhancement of Project Management skills for the chapter members.
- Encourage one-on-one mentoring to individuals who want to develop specific project management skills and/or achieve targeted career goals.
- Match experienced, successful and knowledgeable project management professionals, who are willing to accept the responsibility of facilitating the professional growth and support of a colleague, with mentees seeking professional growth in Project Management for one-on-one mentoring relationships.
- Provide support to the sister Chapters to enhance the program to a level of collaboration and expanding the horizon.

Scope

- **Mentors: Provide Advice and Guidance in Areas of Expertise**
They are expected to refer the Mentee to someone else when asked about information beyond their knowledge.
- **Mentees: Respect the Scope of Mentor's Expertise**
Stick to questions and discussion within that area. They are encouraged to ask for a referral or seek information on their own from another source.

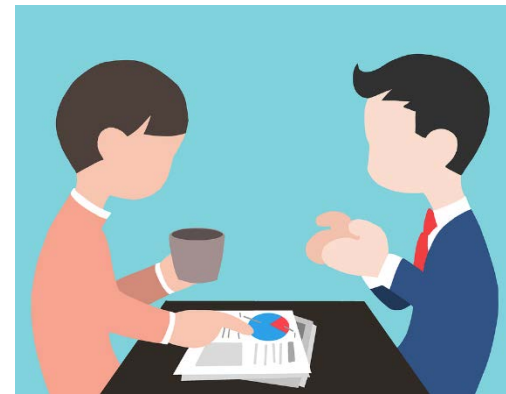
Mentor vs. Mentee

- **Together, the Mentor and Mentee explore the roles they each envision.** Should the Mentor act as a coach, sounding board, or more of a teacher? Many Mentors help Mentees find information or guide them to find other help they may need.
- **Identify the goals** that each of them wants to gain from the experience.
- **Mentors should seek to understand how the Mentee wants help** to propel them in the correct direction. Never assume that all advice will necessarily be followed.
- **Each party takes the lead.** Since it is a collaboration, each individual should feel free to suggest activities to take the relationship to the next level.
- Mentees take the lead in terms of time
- Mentors take the lead in terms of being a coach.

Program Expectations

What are the expectations and requirements of the participants in the mentoring program?

- Participation in the 6 month program
- Meeting monthly with Mentor/ Mentee
- Attendance of the PMI-OC Mentoring Events
- Participation on our online community



Program schedule

- The Mentoring Program is a 6 month long program and the Mentor and Mentee are encouraged to commit to the full term.
- The success of the partnership depends on each individual's ability to foster a relationship that promotes growth.
- Once the 6 months are complete, it is up to the participants to decide if they wish to continue the mentoring relationship.



Meeting Guidelines

➤ Monthly Meetings

Members of the Mentoring Program commit to meet with each other on a monthly basis, at least once per month, but more meetings are encouraged. The Mentor and Mentee decide where and when to meet.

➤ Defined Meeting Length

The meeting length is specified in advance so that both parties agree and are comfortable with the time parameters.

➤ Meet Face to Face

Meetings in person are preferable, however virtual or phone meeting can also take place.

➤ Be Prepared

Being prepared with all the resources needed is an important ingredient for a successful meeting.

Tips for Success

- Keep the mentoring relationship on a professional level. It can be easy as the relationship grows to cross the line into personal matters.
- Stick to the goals you decided together.
- Listen to what each other has to say. Be open to ideas, discussion topics, etc.
- As a Mentor, help the Mentee take initiative in the relationship.
- As a Mentee, give serious consideration to all advice given. Store what might seem as irrelevant for some future use.
- Make only positive, constructive, or neutral comments about each other.
- If you disagree with each other's behaviours or values, share your perceptions with each other.
- Don't end the relationship on bad terms. Seek assistance before it gets to that point. Contact the mentoring team if you feel the relationship needs external help. The mentoring team can swap teams if agreement cannot be reached between the two parties.
- For both parties, staying committed to Mentor meetings and events is important.

Advantages of Being a Mentee

- Obtaining advice to work through current project-related issues
- Obtaining ideas on how to become more effective
- Fast-forwarding project management skills
- Solidifying specific skills
- Promoting a professional relationship
- Receiving advice on how to balance new responsibilities
- Networking
- Developing increased competencies and stronger interpersonal skills

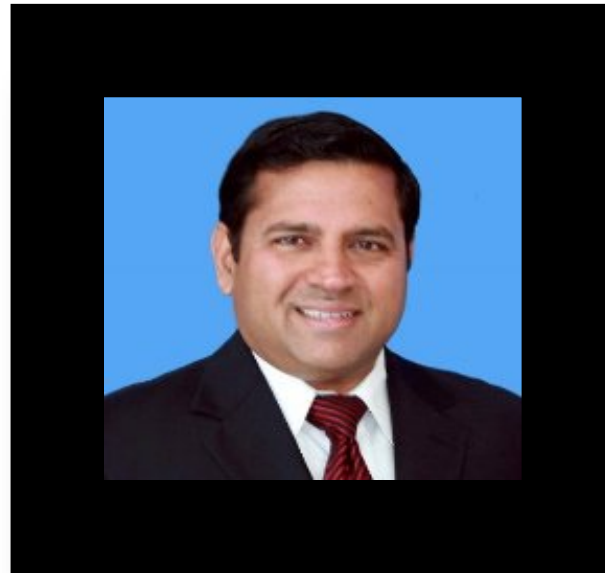
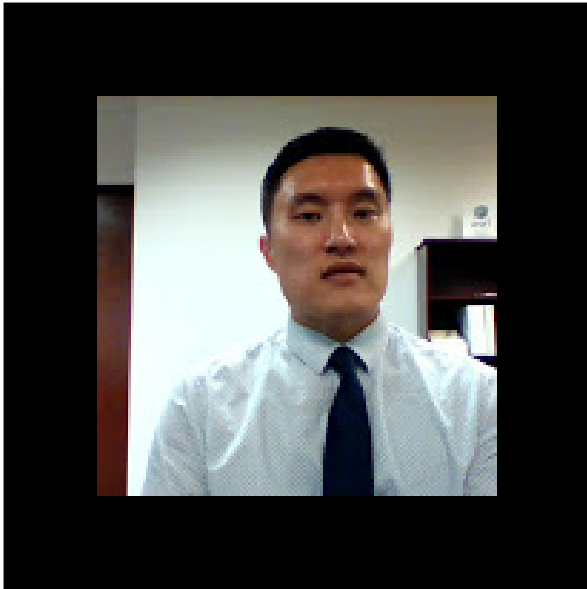
Advantages of Being a Mentor

- Giving back to the profession
- Sharing knowledge and wisdom
- Helping an emerging professional develop to his/her potential
- Having a meaningful impact on an individual's PM skill-sets
- Strengthening their knowledge base and improved communication skill
- Creating new support networks
- Promoting greater collegiality among professionals
- Building deeper relationships with other PMI-OC members

Success Story

Moses successfully transitioned from a Construction Project Manager to an IT Project Manager, under the mentorship of Nitin Deshpande

- Explained the IT industry to Mentee
- Different career lanes within IT project management.
- Recommended Agile Project Management and Scrum Master Certification.



Success Story

James was successfully able to find a job, under the mentorship of Vimpi Pawra

- Helped with defining a strategy for the Job search
- Advised highlighting strong points within the resume depending on Job description.
- Recommended an aggressive approach to application of jobs.



Q & A

