

Fostering a Culture of Mentorship in Any Organization

Moderator: **Josh McClure**, Ph.D., PE, CFM, PMP, F.SAME
Water Resources Team Leader, Halff

Speakers:

- **Ree Miskimon**, FSMPS, CPSM, Director of BD & Marketing
- **Ed Chamberlayne**, PhD, PE, F.SAME, Sr. Vice President, Federal Programs, PRIME AE Group
- **Sally Clark**, CPSM, Vice President, AFG Group, Inc.

May 15, 2024, 1:30 p.m.



MODERATOR



Joshua McClure

Halff

Water Resources Team Leader

Fun Facts

- Not much into sports
- Enjoy hiking, paddling, biking, and most things outdoors
- Did you Know: I met my wife by asking her to dance and still dip her in multiple styles
- Hobbies include barbecuing, exploring craft beer, and cursing my imperfect woodworking projects

MAY 14-16, 2024
ORLANDO, FL

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Poll: Let's see who is in the audience...who do you represent?

Who We Are & Why We're Here



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SPEAKER



Ree Miskimon Consultant

Fun Facts

- Favorite sports team - Ravens!
- Did you know...I am a National Academy of Sports Medicine Certified Personal Trainer
- Hobbies - I love to cook!

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SPEAKER



Ed Chamberlayne
PRIME AE Group
Sr. VP, Federal Programs, PRIME
AE

Fun Facts

- Go Hokies!
- EF4 Tornado in Kansas
- Solar Eclipse Totality Junkie
- Current Hobbies include SF330 preparation... but I my wife & I like to travel as often as we can

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SPEAKER



Sally Clark, CPSM
AFG Group, Inc.
Vice President, Director of Marketing
& Communications

Fun Facts

- Classically trained violinist that started playing at 5yrs old
- Fierce Scrabble and Duckpin Bowling competitor
- The biggest (and loudest) sports mom for my 7 & 9yr old boys
- Karaoke, anyone??

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Fundamentals of a Successful Mentoring Program



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Poll: Do you currently participate in a mentoring program (as a mentor or mentee)?

How Are the Programs the Same/Different?

SAME National Level

Leadership Development Program



SAME Post Level

Leadership & Mentoring Programs



Corporate Level

Technical Training & Mentoring Programs

SAME, association, and corporate mentoring programs serve as invaluable pillars for professional growth and organizational success.





Mentoring Across SAME A Mentoring Guide for Posts and Members

Mentoring is an essential leadership skill

Purpose of Guide

- Mentoring opportunities within SAME
- Help establish post mentoring programs

Who is the Guide For

- Mentors
- Mentees
- Mentoring Programs

Resources

- Mentoring program template
- Pairing questionnaires
- Best practices



Leader Development Program

Mentor Relationship Guide

A program sponsored by the:



Purpose of Guide

- Provide structure to the LDP mentoring program
- Provide guidance to participants

Who is the Guide For

- LDP mentors, mentees, and those looking to start a post level program

Resources

- Mentee Engagement Tools
- Planning & Goals
- Leading questions for mentors



How to Cultivate Mentoring Relationships



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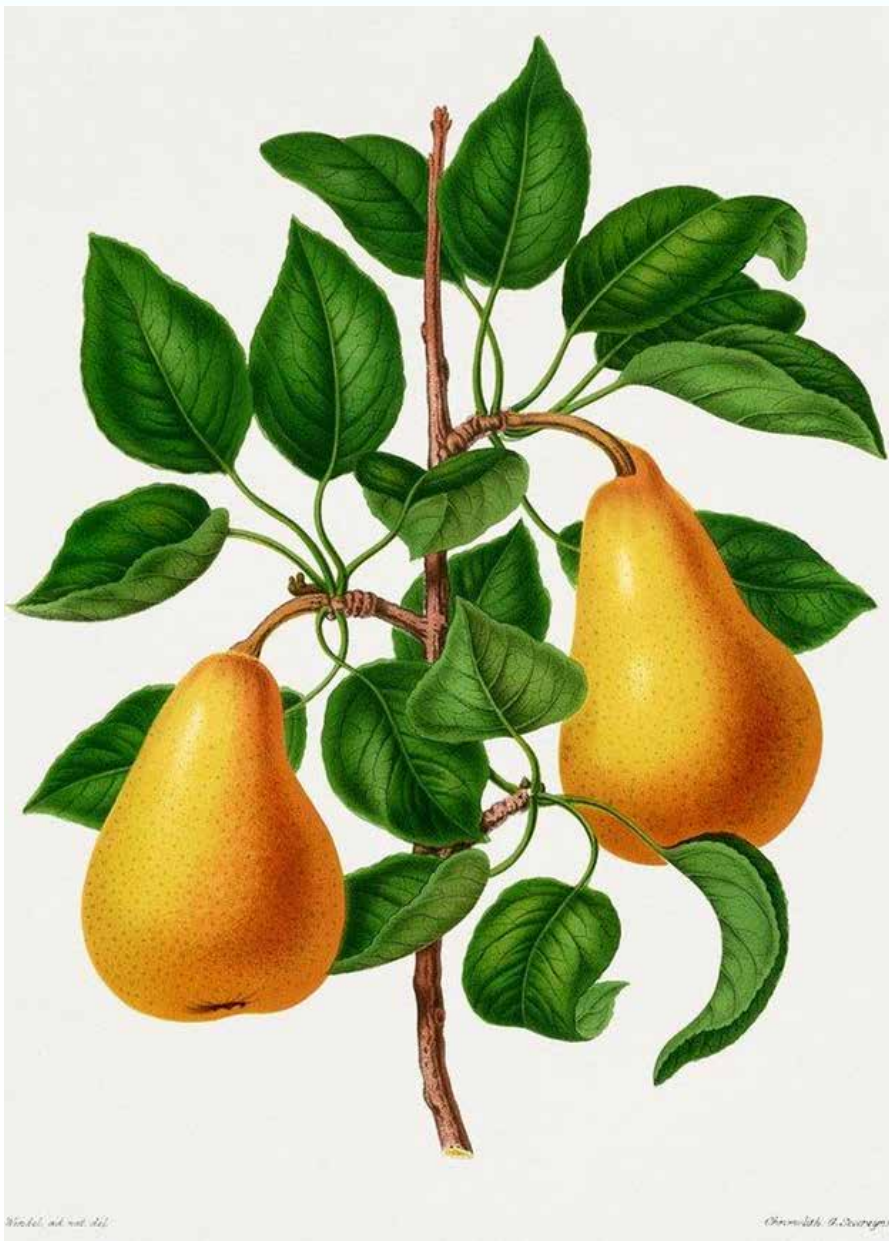
Not All Mentoring Relationships are Created Equal

- **Organic**
 - colleague, industry leader
 - natural and spontaneous connection
 - mutual respect and shared interests
- **Introduced/Matched**
 - a structured and intentional partnership
 - typically established through a formal mentoring program or initiative

Both **Organic & Matched** develop over time through regular interactions, mutual trust, & open communication

How to Make the Pairing

- Applications
 - SAME National Mentee & Mentor Applications
- Face-to-Face (speed dating)
 - Best for local programs



B. Mentee Application

Name		Date	
E-mail		Phone #	
School		Major/GPA	
Emergency Contact Name/Phone #			
SAME Membership Level: # years as SAME member: _____		<input type="checkbox"/> Young Member <input type="checkbox"/> Scholarship Recipient (Year: _____) <input type="checkbox"/> Member <input type="checkbox"/> College Student (Year: _____)	
Mentor Preferences: ___ No preference		<input type="checkbox"/> No preference <input type="checkbox"/> SAME Fellow <input type="checkbox"/> Young Member <input type="checkbox"/> SAME Member	
		<input type="checkbox"/> No preference <input type="checkbox"/> Same gender (<input type="checkbox"/> M <input type="checkbox"/> F) <input type="checkbox"/> Specific age range <input type="checkbox"/> Similar interests <input type="checkbox"/> Specific profession <input type="checkbox"/> Other (indicate): _____	
What do you hope to accomplish as a SAME mentee?			
Have you been mentored before? What worked and what didn't work?			
What are your academic and career goals?			
What are your extracurricular activities? (Briefly describe roles/responsibilities, length of service, etc)			
Describe your work and technical skills.			
Additional experiences			
Licenses and Certifications			
Education			
Continuing Education			
Involvement in SAME			
What are your passions, hobbies, talents, and interests?			
<input type="checkbox"/> Reading (Genre): _____ <input type="checkbox"/> Music (Genre): _____ <input type="checkbox"/> Outdoor activities: _____ <input type="checkbox"/> Sports: _____ <input type="checkbox"/> Volunteer (describe): _____ <input type="checkbox"/> Other (indicate): _____			
Application deadline:			
Matching ends:			
Notifications by:			
Mentoring begins _____ through _____			
Signature: _____			

Mentor Pairing Resources

A. Mentor Application

Name		Date	
E-mail		Phone #	
Emergency Contact Name/Phone #			
SAME Membership Level: # years as SAME member:		<input type="checkbox"/> Fellow Member <input type="checkbox"/> Member College Student (Year: _____)	
Mentee Preferences: No preference		<input type="checkbox"/> No preference <input type="checkbox"/> College Student (Year: _____) <input type="checkbox"/> Young Member <input type="checkbox"/> Scholarship Recipient <input type="checkbox"/> SAME Member	
		<input type="checkbox"/> No preference <input type="checkbox"/> Same gender (<input type="checkbox"/> M <input type="checkbox"/> F) <input type="checkbox"/> Specific school <input type="checkbox"/> Similar interests <input type="checkbox"/> Specific profession <input type="checkbox"/> Other (indicate): _____	
Why do you want to be a mentor?			
What are your mentoring experiences? What can you contribute?			
What do you hope to accomplish as a SAME Mentor?			
Present position (Briefly describe role/responsibilities, length of service, etc):			
Describe your work and technical skills.			
Additional experience			
Licenses and Certifications			
Education			
Continuing Education			
Involvement in SAME			
What are your passions, hobbies, talents and interests?			
<input type="checkbox"/> Reading (Genre): _____ <input type="checkbox"/> Music (Genre): _____ <input type="checkbox"/> Outdoor activities: _____ <input type="checkbox"/> Sports: _____ <input type="checkbox"/> Volunteer (describe): _____ <input type="checkbox"/> Other (indicate): _____			
Application deadline:			
Matching ends:			
Notifications by:			
Mentoring begins _____ through _____			
Signature: _____			

Pairing Challenges

Responde	1	2	3 - Check all items that describe you.																	POINTS	CUMULATIVE POINTS			
			Active Duty / Reserve Military	Business Owner	Construction Manager	Project Manager	Engineer	Business Development Professional	Parent	Recognized Professional	College Student	SAME Member	SAME Fellow	Private Sector	Upper Level Manager	SAME Leadership Position at the Post Level	SAME Leadership Position at the National Level	Young Professional	Veteran	Civilian Military	Mid-Level Manager	POINTS	CUMULATIVE POINTS	
16	Louisiana	Mentee					x			x	x								x					
17	Louisiana	Mentee									x													
7	Louisiana	Mentee				x			x			x		x							x			
14	Louisiana	Both	x			x	x	x						x	x						x		1	
27	Louisiana	Both			x	x	x					x		x	x	x					x	x	3	
22	Louisiana	Both				x		x											x	x			1	
13	Louisiana	Both	x					x	x		x												1	
10	Louisiana	Both	x		x						x			x									2	
8	Louisiana	Both	x																x					
3	Louisiana	Both			x	x					x		x	x	x								2	
2	Louisiana	Mentor				x		x			x			x						x			2	
4	Louisiana	Mentor				x	x	x			x	x		x	x							x	3	
5	Louisiana	Mentor							x		x			x									1	
11	Louisiana	Mentor			x	x		x	x		x		x	x				x	x	x			2	
12	Other: Lou	Mentor			x	x					x		x		x						x		1	
21	Louisiana	Mentor			x	x	x	x			x			x	x	x	x					x	3	
32	Louisiana	Mentor	x	x	x		x	x					x									x	2	
15	Louisiana	Mentor	x		x	x					x								x				2	

Real-life Anecdotes & Success Stories



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Measuring the Impact of Mentorship Programs



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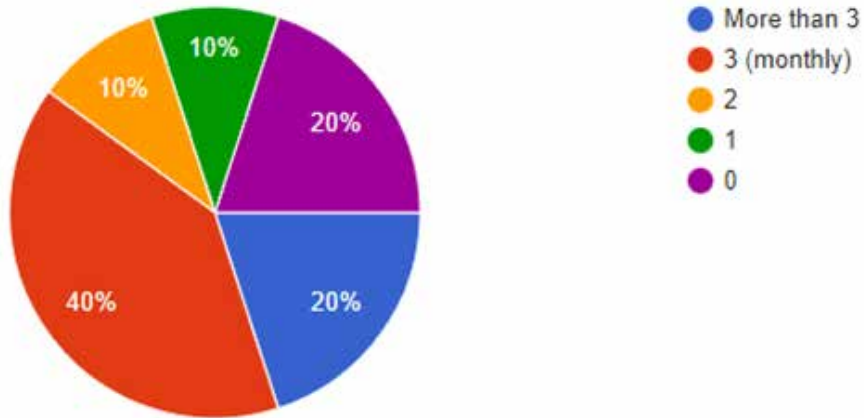
Mentoring Program Benefits

- 98% of US Fortune 500 Companies have mentoring programs
- Reduce turnover by 50% for both mentees and mentors
- 94% of workers would stick around longer if their company offers career development
- 90% report being happy at work when they have a mentor

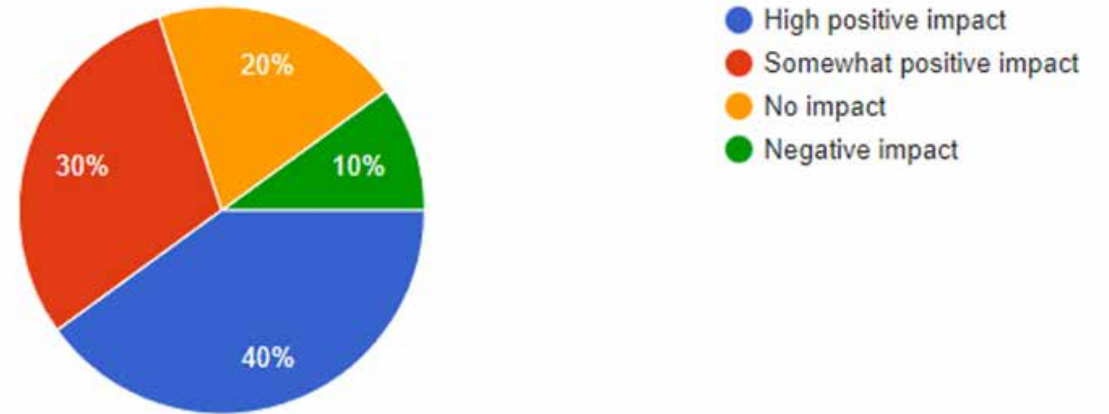
<https://www.mentorcliq.com/blog/benefits-of-mentoring>

Measuring Benefits

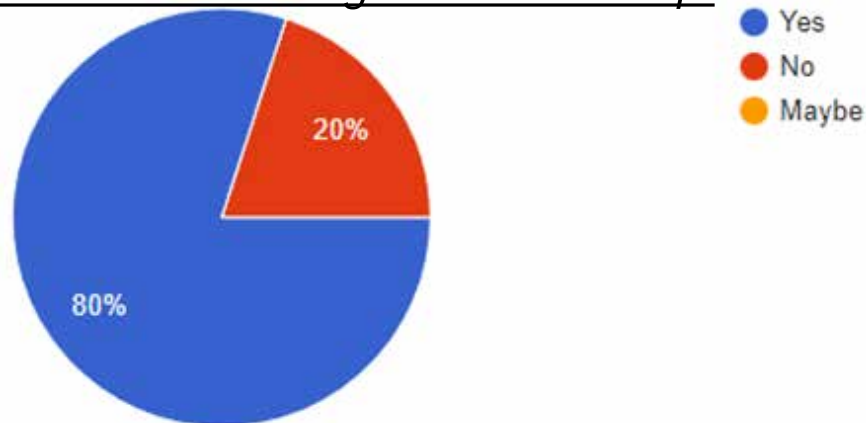
Times met during the program:



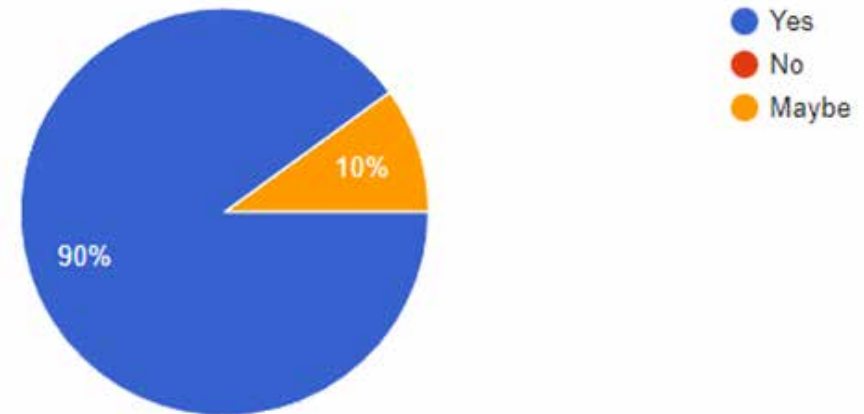
Program Impact:



Interest in continuing the relationship:



Recommendation to others:



Resources



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**Want to be an SAME Mentor?
Apply here**



The following Guides are available in app

- Mentoring Across SAME
- LDP Mentor Relationship Guide
- LDP Mentoring Application
- Mentoring Program Potential Feedback Questions

THANK YOU

Please take a few minutes to complete a short survey about this session. Your feedback will help us improve future programming for JETC.

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Q&A

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- Ree Miskimon, miskimonree@gmail.com
- Ed Chamberlayne, ed.chamberlayne@primeeng.com
- Sally Clark, sclark@afgcm.com