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### LEARNING OBJECTIVES

Objective 1 - Develop techniques to promote career development and create community within an organization through mentorship.

Objective 2 - Define a framework for supporting mentorship relationships through tools and resources for open communication and sharing of knowledge.

Objective 3 - Identify strategies to execute and facilitate a successful mentorship relationship. We will share lessons learned and success stories from past mentorship relationships.

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# Celebrate PUBLIC WORKS! APWA WA Overview

- What is Mentorship?
  - Types of Mentorship
  - Benefits and value
- Tips for Success
  - Facilitating meaningful relationships
  - Conversation Topic Ideas
- APWA Washington Chapter Mentorship Program
  - Foster professional relationships and career development
  - Promote community and a culture of diversity and open dialog
  - Increase transfer of knowledge



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# Polling

1. Do you have a mentorship relationship?
2. Key takeaways/ benefits from mentorship
3. Tips for mentorship success



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## What is Mentorship?

Mentorship is a reciprocal relationship that is built on trust and involves exchange of knowledge and sharing of experience and insight.

Mentorship provides guidance, motivation, or direction in support of professional goals and career development.

- Types of Mentorship:
- Formal
  - Informal
  - Peer-to-Peer



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### Why is Mentorship Important?

- Retention
- Knowledge Transfer
- Career Development
- Relationship Building
- Increase personal fulfillment




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### Tips for Mentoring Success



- **Be respectful** – Respect each other’s time.
- **Have patience** – Be patient with mentees who may not be experienced with mentor-style meetings.
- **Bring curiosity** – Mentoring is a learning opportunity for both parties. Bring questions, an open mind, and a curious nature.
- **Come Prepared** – Be intentional about meetings, prepare topics or an agenda, have a purpose for interactions.
- **Collaborate** – It takes participation from both parties to be successful.

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### Conversation Topic Ideas



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## Networking Opportunity



Our committee values making connections and gaining insight to grow professionally

Turn to your neighbor, introduce yourself and make a connection



What is the most meaningful part of your profession?

How and where do you find inspiration or motivation to continue in your career?



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## APWA WA Chapter Mentorship Program: Vision and Values



- Facilitate mentoring relationships
- Increase knowledge transfer
- Promote a sense of community
- Promote a culture of diversity and open dialogue
- Retain current members and attract new members



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## APWA WA Chapter Mentorship Program: Inaugural Program

- Established program framework and guidelines
- Launched program
  - September 2023 – June 2024
- 27 Participants – 24 pairs/ 1 trio
- In-person kickoff
- Virtual mid-program check-in



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## APWA WA Chapter Mentorship Program: Framework



- Annual Program runs Sept – June
- Application Process
  - Mentor/ Mentee selection and matching
- Mentorship Planning Worksheet & Agreement
- Three formal events:
  - Kickoff Meeting
  - Mid-program Check-in
  - Year End Celebration
- Committee Liaisons
- Goal to provide more targeted resources and trainings
- Soliciting Feedback



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**Testimonials**



"This program allows people to share their knowledge and make friends and connections that they might not have been able to have without it."

"...excellent way to connect with a fellow professional for shared growth/learning. The program has been a welcome addition to a schedule filled with otherwise focused work meetings..."

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**What's Next for the Program:**

- 2024 – 2025 Program Applications are open!
  - Mentorship – APWA Washington Chapter Webpage: <https://washington.apwa.org/education/mentorship/>
  - Due by July 26, 2024
  - Pairings announced in August 2024
- Interested the Mentorship Committee?
  - Contact Alyssa Ardourel [aardourel@huitt-zollars.com](mailto:aardourel@huitt-zollars.com)
  - Caroline Barlow [caroline.barlow@seattle.gov](mailto:caroline.barlow@seattle.gov)



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Evaluations help us select sessions for future conferences and provide valuable feedback for conference planners & speakers.

Thank you!

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