Mentor/Team Leader Development

Achieve, Create, Excite
All Affiliates Meeting
June 26 and June 27 / Kansas City

• Charlotte, NC

• Celebrated our 10th Year
Mentor/Team Leader Development

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6 active teams
Over 180 students
With 36 mentors
$10K in scholarships
10 summer internships
2 summer programs

Career Directions for Students in Architecture, Construction and Engineering
Mentor/Team Leader Development

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2. Secondary Education Partnerships
   - Host Teams
   - Camp Scholarships
   - Provide Mentors
   - Trades Day
Mentor/Team Leader Development

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Trades Day

- 10 Stations
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Trades Day
- Partnerships

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Partnerships
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Partnerships

Drive our mentor pool and sponsorship reach
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• So you have your mentors...
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Mentor Team Structure

2 Leads
- Sponsor Responsible for filling Mentor Pool

4 Professions
- Diverse Skill Set
- Varied Schedules
- Varied Companies

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Mentor Training

Attendance Required

• 4 weeks prior to program launch
• Allows teams to set their schedule, hold practice meeting with Liaisons.
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Mentor Training
Provide Lunch

• Database Registration
• Background Checks
• ‘Floater’ Mentors get recruited

Verified Volunteers
by Sterling Talent Solutions

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Mentor Training

**Formal Training**

- Best Practices
- Legal Side of Mentoring
- Do’s and Don’ts
  - Past Leads act out skits
- Resource Overview
  - Charlotte Curriculum Library
  - National Resources

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Mentor Training

Schedule Overview

• Parent Open House
• Trades Day
• Golf Tournament
• RFP Discussion
• Field Trip Brainstorm
• CMS Calendar
• Budget Overview
  • $1,500 per location
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Mentor Training

Example Activity

• Set expectations for each session
• Demonstrate level of engagement
  • Have designated examples of mentor types to avoid:
  • Phone Guy, Solve the problems themselves, etc.
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Mentor Training

Goal

• Demonstrate what an ACE Session should look like
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Team Building Activity

• Amazing Race
• Escape Room
• Obstacle Course

Many of these mentors have never worked together previously...
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Mentor Training

Location

• Partner’s Office
• On site at Session Location
• Partner Nonprofit
• Teambuilding Site

Can this session seek to build your reach and network?...
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Mid Year OnBoarding

Lunch Session

• Designated to Mentor Chair and Location Lead Mentor
• Training Sessions sent for Mentor to review
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Mentor Support

Thru Year Engagement

• Monthly Conference Calls w/ Leads + Mentor Chair
• School Visits by Board Member each Semester

Charlotte, NC

Career Directions for Students in Architecture, Construction and Engineering
Career Directions for Students in Architecture, Construction and Engineering

Twin Cities

RECRUIT | RETAIN | DEVELOP

MENTORS
Jon Bonkoski
Cresa
Senior Advisor,
Project Management
Mortenson Construction
Design Phase Manager
Focus: Healthcare
Notable Projects

HCMC AOSC
Minneapolis, MN

Mercyhealth Riverside
Rockford, IL

Ann & Robert H. Lurie Children's Hospital - Chicago, IL
Twin Cities Statistics

ACCE

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- 7 years
- 8 High schools
- 58 Students
- 39 Mentors
- 15 Local firms (A5C6E4)
- Over $50,000 scholarships awarded
  - 75% awarded to minority & female

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Mentors – How to Recruit?

• Network – who would be a good fit?
• Tell everyone – even outside of industry
• Lunch and Learn
• Cold call / email potential candidates
• Internal recruiting from participating companies
• Fundraising event
Mentors – When to Recruit?

- Always!
- Summer
- Ramp up in August/September
- Post-program kick-off
Mentors – Retain

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FLEXIBILITY!

• Time commitment
• Expertise
• Location
Time Commitment

Considerations:

• Every week?
• 1x per month?
• Twice per month?
Expertise / Desire

Considerations:

• Co-lead
• Special speaker
• Stable mentor
Mentors – Retain

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Location

Home

Work

School

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Mentors – Retain

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Well Rounded Team

Contractor

Well Rounded Team

Architect

Engineer

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Mentors – Retain

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Mentor Engagement

Yearly Cadence

Kick-off
Check-ins
Mentor of the Year
End of Year Appreciation
Identify Future Leaders

Career Directions for Students in Architecture, Construction and Engineering
Check-ins

- Lead Mentors – 2-3 times per year
- Each School – Every week
Mentors – Develop

A C H I E V E C R E A T E E X C I T E

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Mentor of the Year Award

• 2 top performers
• Instill responsibility
• Potential leadership candidates
End of Year Appreciation Event

- Celebrate!
- Identify who’s engaged
Mentor → Co-Lead → MotY → Board Leadership

Identify Future Leaders – Leadership Succession

Mentors – Develop

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Leadership Succession

3-year term (1 year apprentice + 2 years “doing”):

• Mentor Director
• Program Director
Mentors – Develop
Questions?
• Mentor/Team Leader Development
Mentor/Team Leader Development

- Mentor Recruiting Event-held two months prior to program start up
- Mentor Training and Program Kick off meeting
- Weekly Follow up Program-Constant Contact
- Mentor Appreciation Night-held following the presentation night
- Local and National Mentor of the Year
- Local Mentor Awards Program
- Attend Fundraising Events
- They are the backbone of this program..treat them like it