

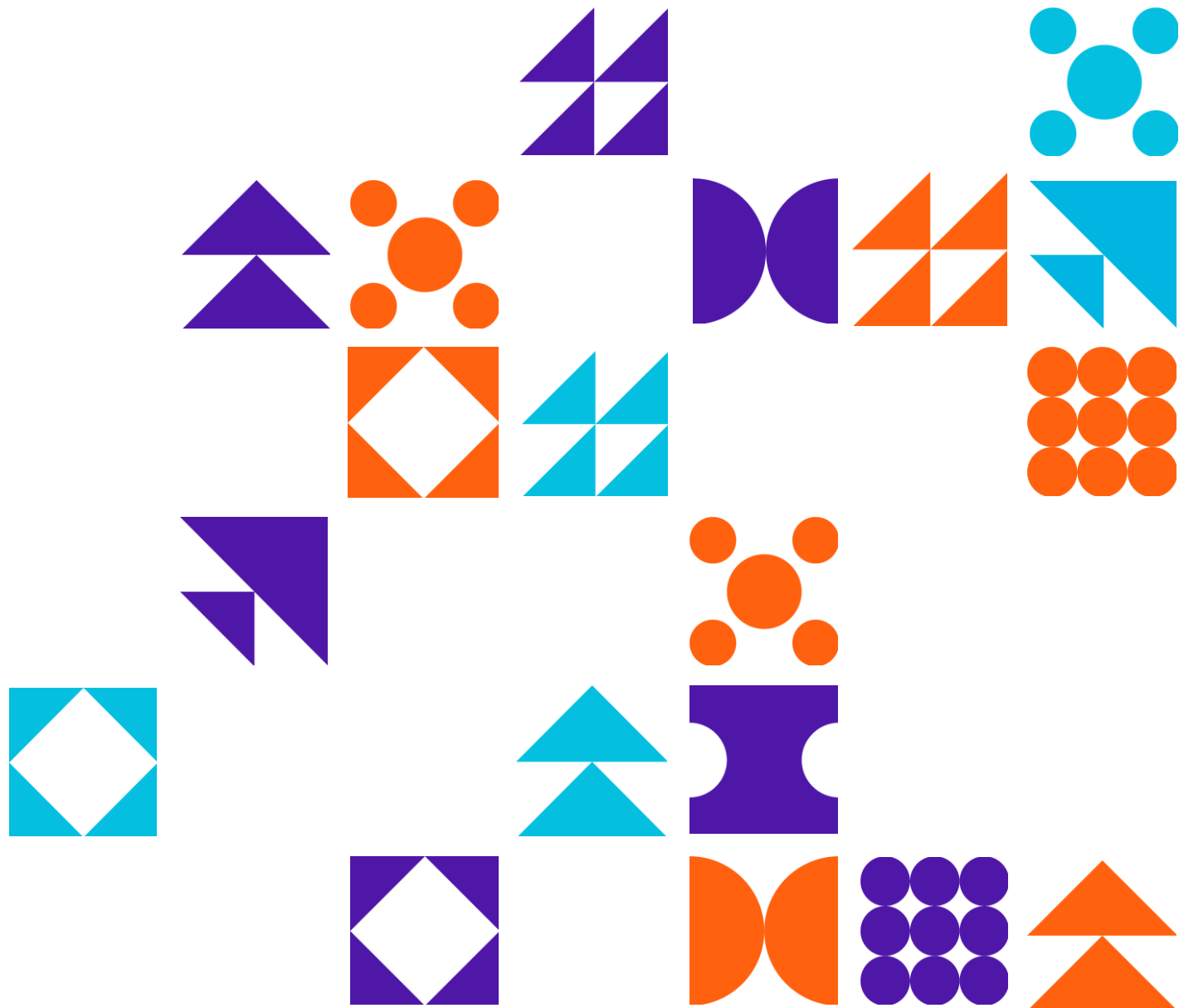
Kick-Off Meeting

Mentorship Program Cohort 5

May 8, 2025

Agenda:

- Goals
- Areas
- Panel Discussion
- SMART Goals
- Next Steps
- Extra Information



"The best way to find yourself is to lose yourself in the service of others."
Mahatma Gandhi

Mentorship Program Goals

- Establish an environment for mentees to sharpen their skills
- Enable mentors to share their knowledge
- Provide constructive and one on one feedback to mentees and mentors
- Have network sessions to enable sharing of knowledge
- Expose mentees to real work life scenarios
- Create a knowledge repository of the group sessions
- Celebrate achievements
- Reverse Mentorship and feedback to Mentors and to Program Team

Mentorship Program –

Mentorship Core Areas

Core Areas

- **Career Building/ Transitioning**

Focused on those who are new to Project Management and aspire to acquire Project Management skills ex. Engineers, Comms Specialists, Business Analysts etc.

- **Leadership Skills Development**

Focused on those who want to develop Project Managers, Scrum Leads, Engineering Managers, People Managers or aspire to move into Leadership Roles

- **Technical Program Management**

Focused on those who are in the Tech industry as IT PMs, Scrum Leads, Engineering Managers and want to improve or move into Tech Leadership Roles



What are SMART Goals?

Every successful business has clearly set and articulated goals to attain specific objectives.
SMART Goals is an acronym for specific, measurable, attainable, relevant, time-based objectives.

<p>SPECIFIC</p> 	<p>MEASURABLE</p> 	<p>ACHIEVABLE</p> 	<p>RELEVANT</p> 	<p>TIME-BASED</p> 
<p><u>Answer the 5W's:</u></p> <ul style="list-style-type: none"> • Who's involved? • What do I want to accomplish? • When do I want to achieve this? • Where does my goal take place? • Why is the goal important? 	<p>What metrics are you going to use to determine if you meet the goal?</p> <p>If it's a project that's going to take a few months to complete, then plan and set some milestones by considering specific tasks to accomplish.</p>	<p>The goal is meant to inspire motivation. Think about how to accomplish the goal and if you have the tools/skills needed.</p> <p>If you don't currently possess them consider what it would take to attain them.</p>	<p>A goal needs to align with your company objective.</p> <ul style="list-style-type: none"> • Does this seem worthwhile? • Is this the right time? • Does this goal align with my other goals? • Am I the right person to be working on this project/task? 	<p>Anyone can set goals, but if it lacks realistic timing, chances are you're not going to succeed.</p> <p>Ask specific questions about the goal deadline and what can be reached and accomplished within that time period.</p>

Mentorship Program – (Supplemental Support Meetings)

Key Mentorship Dates



- **May 8th** Cohort 5 Kickoff and Social Network Session
- **June 5th** - Mentor/Mentee Panel Discussion (Industry focus)
- **July 10th** - Review of SMART Goals Group 1 and Social Network Session
- **August 7th** - Review of SMART Goals Group 2 and Social Network Session
- **August 28th** - Graduation **In-Person Event** and Networking, Location TBD
- Our cohort is 15 weeks in duration. Please plan your goals and mentoring sessions accordingly.
- ***Please take a moment now and place these dates on your calendar.***

Mentorship Program –

Mentorship Panel Items

- **Mentor Panel Discussion items (Overview of Your Industry)**
- What industry sector do you work in?
- Is that industry expanding or consolidating the use of Project Managers?
- To work in this industry sector as a Project Manager what minimum experience and skills are expected?
- What key project management skills, tools or software applications is your company looking to add or hire?
- Is your company looking to grow in a different project methodology or use other applications?
- Is there a PMO or ePMO at your company, and if so, are project portfolios managed and aligned with company strategy?
- Tell us about your Project Management Methodology and Guidance.
- What is it like to work in that industry (Day in the Life of)?
- Does your company use remote Project Managers, In-Office or Hybrid?



Next Steps

Reminders

Get to Know Your Mentor/Mentee

Define Weekly Cadence

Define your SMART GOALS

Attend Supplemental Support Meetings

The setting of when and how to meet is done between the mentor and mentee

Program Roles / Contacts

Thanks for the opportunity; We need your help to make it a success.

Your administrative council @ PMI Phoenix

- Bruce Schwickrath | Mentorship Program Director | bruce.schwickrath@pmiphx.org |
 - Ken Goebel | Mentorship Programs Co-Director | ken.goebel@pmiphx.org |
 - Jaimie Lipper | Mentor-Team Member | jaimie.lipper@gmail.com |
 - Caroline Apps | Mentor-Team Member | caroline.e.apps@gmail.com |
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- We have also created a Private LinkedIn Group for PMI Phoenix chapter Mentoring members called **PMIPHX Mentorship Cohort** <https://www.linkedin.com/groups/14654081/> . This group is Private and you need to request to join if you would like to be part of this group and we will accept this request.

The PMI Talent Triangle®



**It is the
responsibility of
the mentor and
mentee to record
their own PDUs**

(PMP) Education 35 Required PDUs	(PMP) Giving Back 25 Optional PDUs
Education <u>Learning activities</u> that allow you to broaden your knowledge in one of the PMI Talent Triangle skill areas: Ways of Working, Power Skills, or Business Acumen.	Giving Back Activities that enable you to <u>share and apply your knowledge and skills</u> as a means to contribute to and help build the profession.
PDU Claim Code PMI, ATP or Chapter provided 10 digit code	Work as a Practitioner (Your Job) Working in a profession related to your certification
Course or Training In person or virtual classes, formal education	Create Content (like a presentation) Authoring books or articles, creating webinars
Organization Meetings Chapter, company, or professional meetings limited to 2 PDUs	Give a Presentation Preparing for and speaking or presenting
Online or Digital Media Pre-recorded Webinars, Podcasts, digital recordings	Share Knowledge Serving as a moderator, SME, or mentor
Read Books, articles, blogs	Volunteer Volunteering without compensation
Informal Learning Structured discussions with other professionals or mentors	

The PMI Talent Triangle

<https://www.pmi.org/-/media/pmi/documents/public/pdf/certifications/talent-triangle-flyer.pdf>

CCR Handbook (Continuing Certification Requirements)

<https://www.pmi.org/-/media/pmi/documents/public/pdf/certifications/ccr-certification-requirements-handbook.pdf>

Career Transition Program –

By Cynthia Estalilla

Group Clinics (Sessions)

- Resume Clinic: \$30 (60 Minutes 4 people)
- LinkedIn Profile Clinic: \$45 (60 Minutes 4 people)
- Mock Interview Clinic: \$45 (30 Minutes 1:1)



This is outside the regular Mentorship program and is open to the Chapter

Thank You

