

University of Maryland

# Project Management Symposium

*NEXT SESSION*

## PMs of the Future: A Blueprint for Internships, Mentorship, and Sponsorship

Crystal Richards

Principal and Owner of MindsparQ®



PROJECT MANAGEMENT  
CENTER FOR EXCELLENCE

A.J. CLARK SCHOOL OF ENGINEERING  
Civil & Environmental Engineering Department

This session will be recorded.

# Project Management Symposium

## PMs of the Future: A **Blueprint** for Internships, Mentorship, and Sponsorship (and Apprenticeships)

Crystal J. Richards, MHA, PMP, PMI-ACP, CSM



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# The Stats

- The global economy needs 25 million new project professionals by 2030
- Demand over the next 10 years for project managers is growing faster than demand for workers in other occupations



# Strategies for Retaining and Attracting Talent



## Retention

- Mentorship
- Sponsorship

## Attraction

- Internship
- Apprenticeships





# Mentorship

Think Yoda and Luke Skywalker...

A decorative graphic consisting of three overlapping arrows pointing right, colored red, yellow, and black.

# What is Mentorship?



- Mentorship relationships can happen naturally
- Someone with **more experience (the mentor)** offers valuable insights to **someone with less experience (the mentee)**
- Can be formal or informal



# Different Types of Mentorship

- [Redacted]
- 1:1 relationship where more experienced employees partner with those who need support.

- [Redacted]
- Group of employees whom one or more experienced employee mentors.

- [Redacted]
- Employees at the same or similar skill levels mentor each other.

- [Redacted]
- Help employee navigate the organization and learn the ropes during onboarding.

# Mentorship: **Blueprint** for Success



## Identify Mentor/Mentee

- > Can happen organically
- > Align with what you want to learn or teach



## Establish Mutual Goals

- > Goals for mentoring relationship
- > Create an agreement (i.e. length of mentorship, mentorship is not therapy)

## Communication Preferences

- > Establish how you will stay in touch



## Schedule Regular Meetings

- > Agree on a schedule that works for both
- > Put it on your calendar!



## Share and Reflect

- > Share experiences, challenges, and successes



## Provide and Seek Feedback

- > Engage in open and honest feedback



## Mutual Conclusion

- > Met goals
- > Cannot adhere to agreement







# Mentoring Dos and Don'ts



## Do:

- Set clear objectives
- Communicate often
- Be an active listener
- Share your experiences
- Respect boundaries

## Don't:

- Dismiss ideas
- Expect mentee to take all of your advice
- Breach confidentiality
- Impose your own

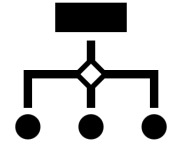


# Sponsorship

Create the opportunities



# What is Sponsorship?



- **Protégé vs. Mentee**
- Direct influence on career progression
- **Organizational power**
- More active, advocacy-based role compared to mentorship
- **Advancing the career of the protégé**
- Opportunity creation
- **Visibility enhancement**
- Protection and support



# Sponsorship: **Blueprint** for Success



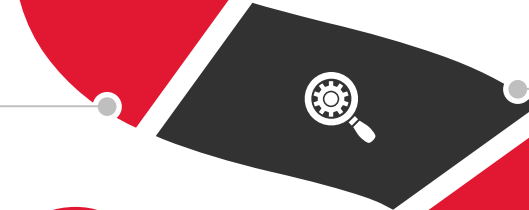
**Establish Clear Objectives:** Gain clarity on career goals and aspirations



**Identify Potential:** Look for individuals with skills and potential

**Advocate Proactively:**

- Use your influence to create opportunities
- Recommend them for projects



**Provide Visibility:** Bring protégé into high-profile situations

**Offer Strategic Guidance:** Share knowledge of organizational culture



**Measure Progress:** Regular check-ins to discuss development

**Encourage Network Building:**

- Encourage broader network
- Build relationships to support current and future roles





# Internships

Short-term growth opportunity

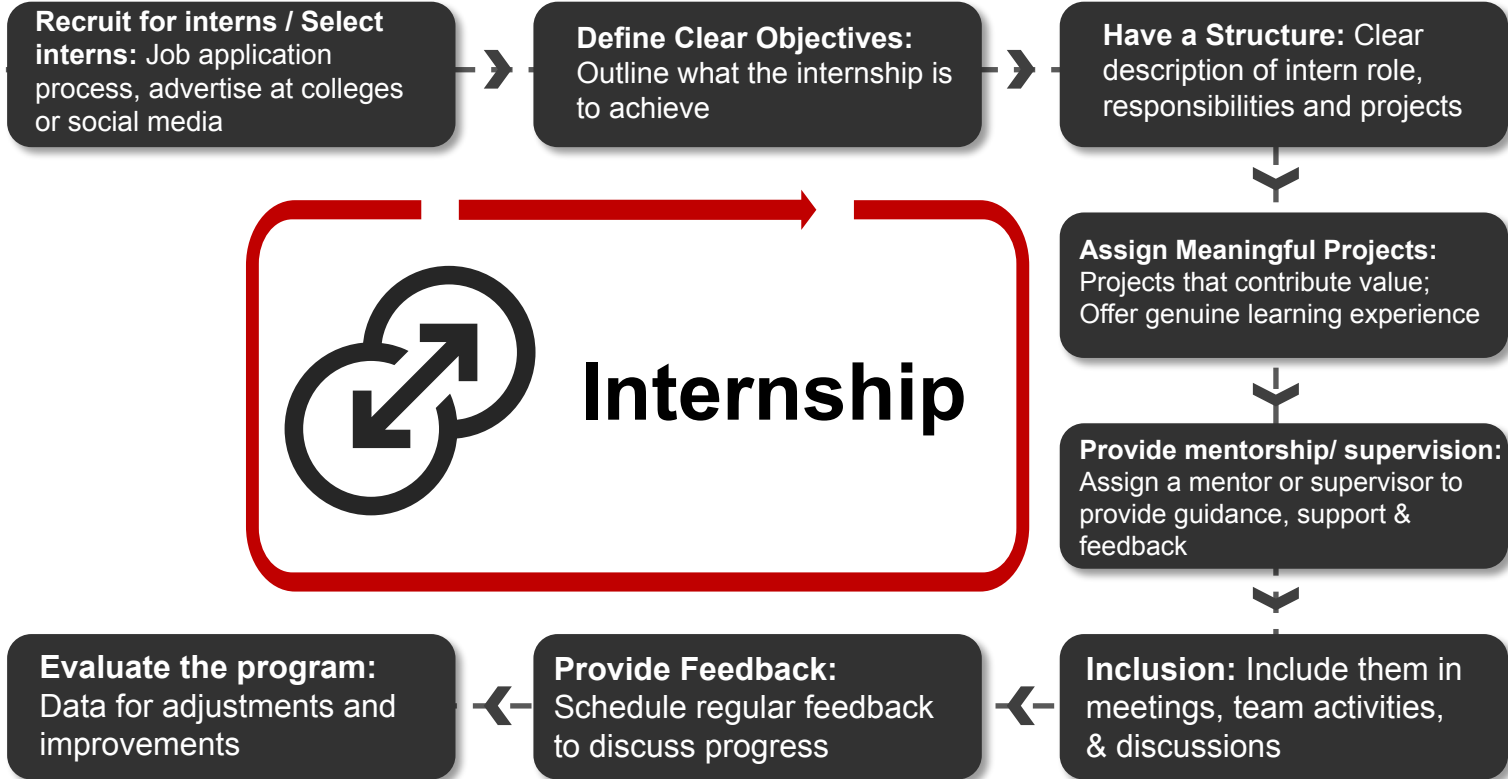
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# What is an Internship?



- Professional learning experience
- **Short-term, entry-level role**
- Offers meaningful, practical work related to a student's field of study or career interest
- Opportunity to bring new ideas and energy into the workplace

# Internship: **Blueprint** for Success





# Apprenticeship

Formal training and mentoring





# What is an Apprenticeship?





- Structured training program that combines on-the-job learning with related classroom instruction
- Tailored to prepare individuals for specific skilled professions
- **Longer-term and focus on building expertise in a particular trade or profession**




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# Apprenticeship...Digging Deeper

- 
- A white rectangular box with a red border, positioned above the first bullet point.
- Apprenticeships are designed to develop highly skilled employees who are trained in the specific needs of the company.

- 
- A white rectangular box with a red border, positioned above the second bullet point.
- Hiring apprentices can be more cost-effective than hiring fully trained professionals. Potential for tax credits or subsidies for apprenticeship programs, reducing the financial burden on companies.

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- A white rectangular box with a red border, positioned above the third bullet point.
- Companies that invest in apprenticeships are often seen as contributing positively to the community by providing valuable skills and career paths.

# Apprenticeship: **Blueprint** for Success



## Recruitment and Selection

Job application process, advertise at colleges or social media



## Define Goals & Objectives

Outline what the apprenticeship is to achieve



## Comprehensive Curriculum

Develop a structured curriculum that combines on-the-job training with classroom or online learning.



## Select Mentors & Trainers

Identify experienced professionals within the organization who can serve as mentors and trainers.



## Supportive Learning Environment

Foster a learning environment that encourages questions, experimentation, and growth.



## Performance & Assessment

Set up measurable performance benchmarks and regular assessment points



## Regular Feedback & Support

Implement a system for providing apprentices with consistent feedback on their performance.



## Evaluate & Adapt

Regularly review the effectiveness of the apprenticeship program against its objectives and the needs of the organization.





# Case Study

MindsparQ® Internship



# MindsparQ® 2022-2023 Internship



## KEY DELIVERABLES

Key deliverables in a project are the tangible outcomes, results, or products that must be produced, completed, or provided to meet the project's objectives and satisfy the stakeholders' requirements. These deliverables serve as essential checkpoints to measure progress and success throughout the project's lifecycle. Below are some key deliverables from this project:

- Project Charter
- Project Plan
- Communication Plan
- Root Cellar Procurement Documentation
- Reunion Picture Video Collage
- Project Closeout Report





# What's In It For Me?





# We Can Shape The Future of Project Management





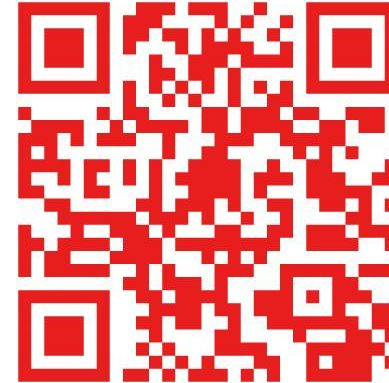
# Thank You!

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# Evaluate Session

