

University of Maryland

Project Management Symposium

NEXT SESSION

Guiding the Future of Project Management: The Power of Mentorship

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PROJECT MANAGEMENT
CENTER FOR EXCELLENCE

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

This session will be recorded.

Project Management Symposium

Guiding the Future of Project Management: The Power of Mentorship

By: Abbigail Meah-Ali



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Mentoring

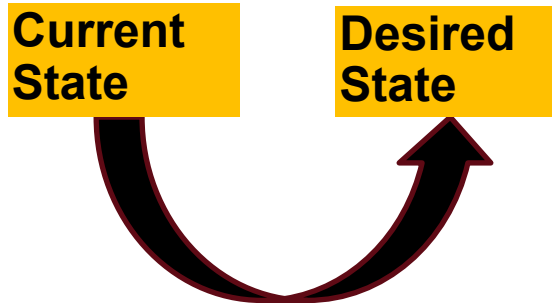
Unlocking the Power of Mentorship: key to navigating complexities and accelerating professional growth in Project Manager



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What we will cover today

- Unlocking Mentorship's Potential*
- Effective Mentoring Strategies*
- Mentoring Program Roadmap*





Mentoring

- Mentoring is a relationship between a more experienced person (mentor) and a less experienced person (mentee), with the goal of achieving personal and professional growth.



Unlocking Mentorship's Potential

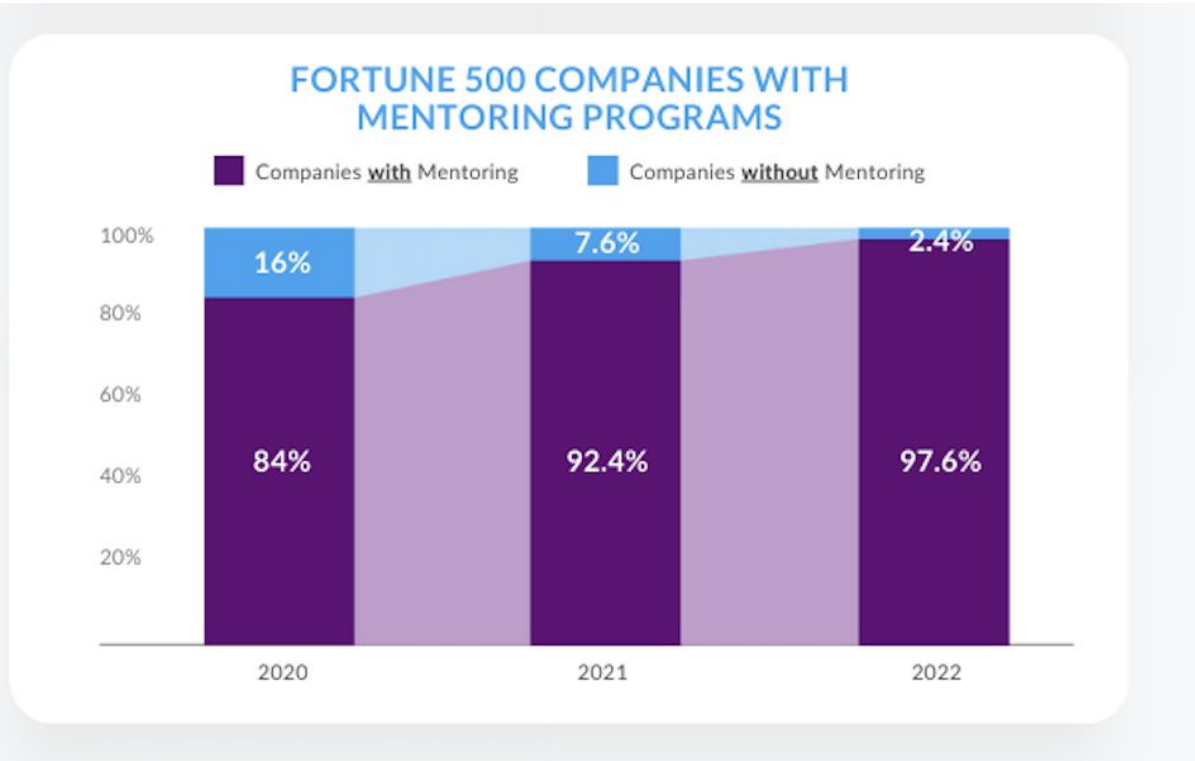
Benefits of Mentoring?

*It shortens the **learning curve**, enhances **project performance** and helps align to **business strategy***

Over 90% of Fortune 500 companies run mentorship programs including giants such as Amazon, Apple, GE, Intel, and Microsoft among others.



Unlocking Mentorship's Potential



Source : 2023 Fortune
500 Database, 2023
Fair360 database,
Internal Data





Unlocking Mentorship's Potential

- *Alight predicts that by 2025, 42.5% of the workforce will be Millennials and that 28.2% will be Gen Z*
- *83% of Gen Z workers believe having a workplace mentor is important for their career, yet only 52% report having one. (Adobe)*
- *68% of millennials who stay at their organization for 5 or more years have a mentor, compared to just 32% of those without a mentor. (Deloitte)*



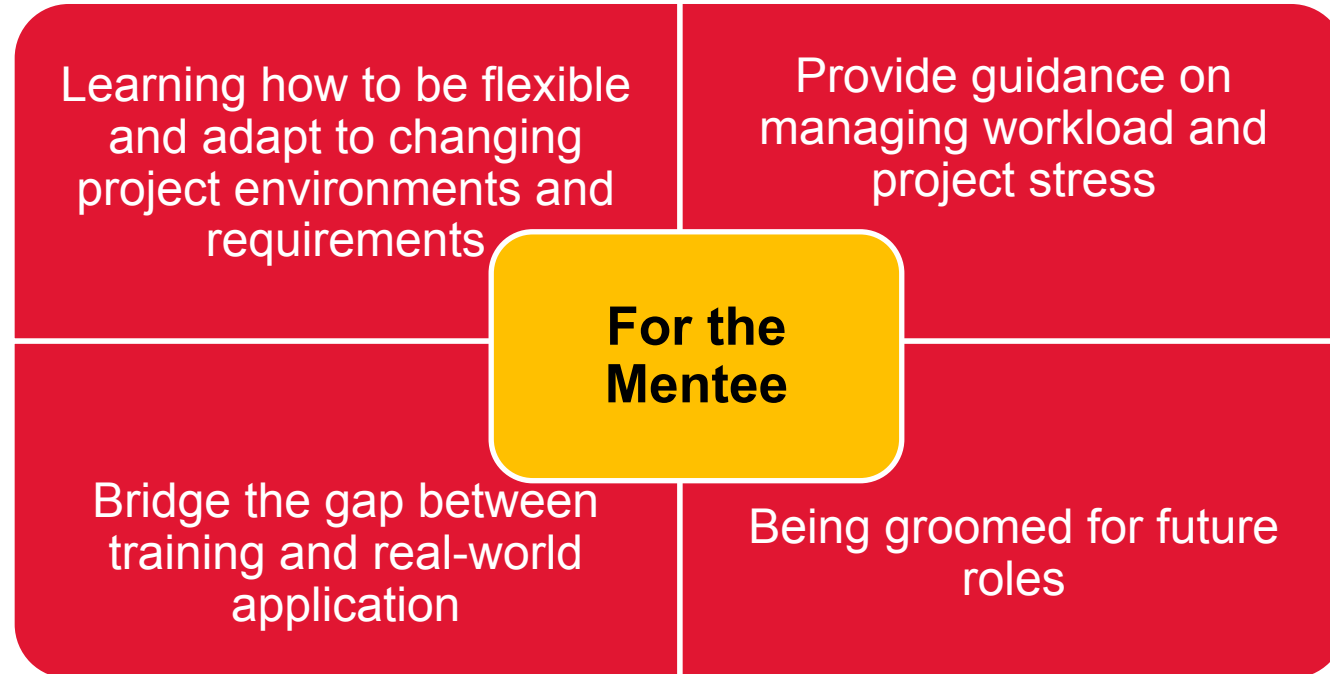
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Unlocking Mentorship's Potential

“PMI Project Manager Competency Development Framework – Third Edition” *advocates for establishing mentoring relationships for team members' development and setting up structured mentoring programs for projects*

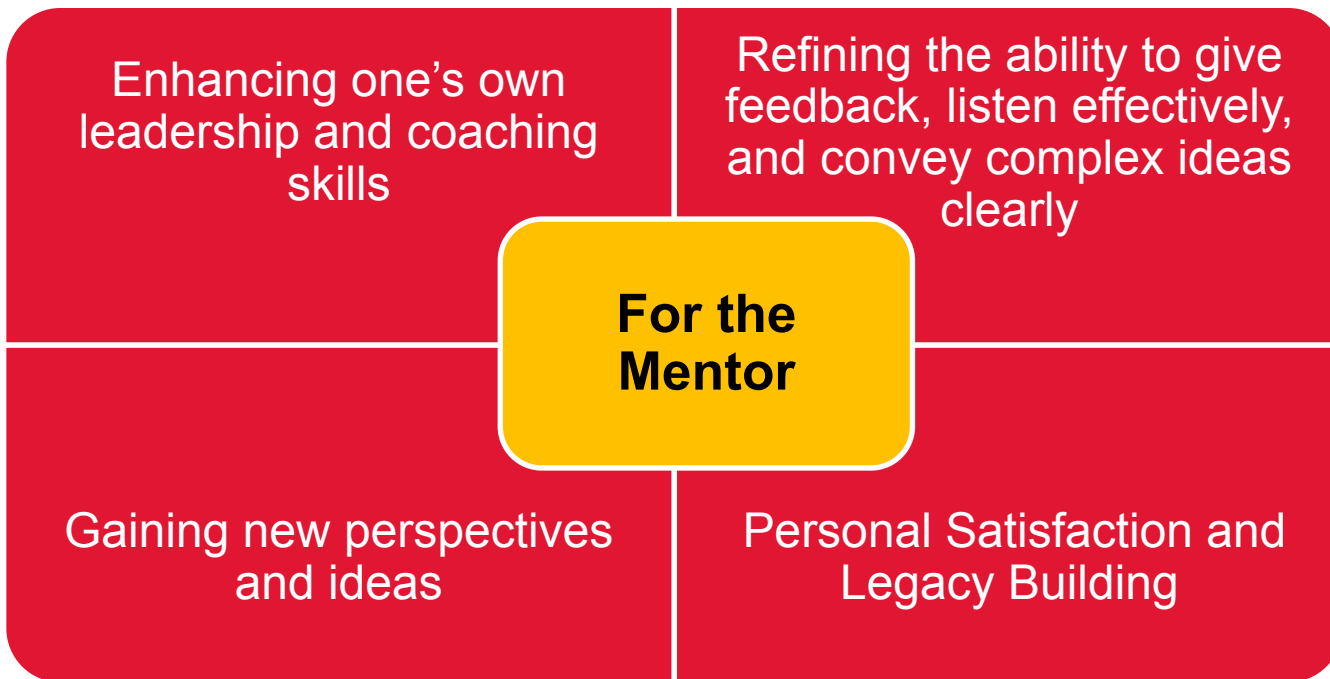
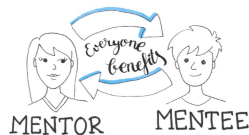


Benefits





Benefits





Benefits





Benefits for the Organization

Building a Knowledge-Sharing Ecosystem

- *Creating a Learning Organization*
- *Encouraging Knowledge*

Knowledge transfer might be the single best reason to start a mentoring program . . . now



Leveraging for Organization Advantage

- *Strategic Alignment: Aligning with business goals and talent strategy*
- *Mentorship goals (e.g. OKRs, SMART, etc.)*
- *Measure progress of goal achievement*



Leveraging for Organization Advantage

- *Talent Development: building a pipeline of skilled project managers*
- *Measuring ROI*



So - what works, and where do we start?

What are your goals?

Who will be involved?

Are you prepared to develop a mentoring structure?





Mentoring Program Roadmap



1. Program Purpose/ Goals



2. Meeting format



3. Support Resources



4. Matching Mentors and Mentees



5. Evaluation Mechanism



6. Mentees becomes Mentors

Improved Project Performance 

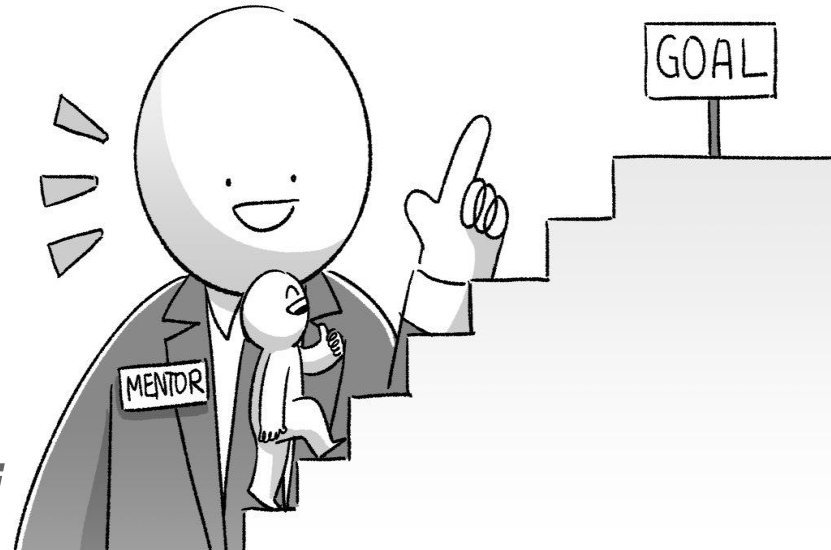
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Conclusion

- Companies benefit from mentoring programs because they contribute to the development of an equipped and engaged workforce leading to better project performance*
- Mentors and mentees gain numerous benefits from mentoring relationships*



Thank You



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References

- *Levin, G. (2011). Mentoring: a key competency for program and project professionals. Paper presented at PMI® Global Congress 2011—North America, Dallas, TX. Newtown Square, PA: Project Management Institute.*
- *Linking Mentoring to Organizational Citizenship Behavior: The Roles of Proteges' ' Task Performance and Job Satisfaction*
- *Levin, G. (2011). Mentoring: a key competency for program and project professionals.*
- *Mutual Mentoring on Projects — A Proposal to Combine the Advantages of Several Established Management Development Methods Barry Smith School of Management, Queensland Institute of Technology, Australia*
- *Project Management Institute. Project Manager Competency Development Framework – Third Edition*





Evaluate Session

