





# NextGen Mentorship Program Overview

## ***Mission:***

*The mission of the Mentorship program is to partner each NextGen member with a more experienced industry professional in an unintimidating environment in order for each mentee to gain knowledge from their mentor's professional practices (and vice versa). It provides a platform for the mentee to connect with professionals in different aspects of the building process and learn from their involvement in order to provide a broader understanding of the industry and foster professional growth for all those involved.*

## ***Program Outline:***

- One-on-One mentor/mentee pairings will be assigned at the Kick-Off event. It is recommended for mentor/mentee pairings to meet a minimum of 5 times throughout the year.
- *Mentor-Teams* will be assigned at the Kick-Off event. These will be comprised of 4-5 mentor/mentee pairings grouped together for small group discussions (topic ideas provided). It is recommended for *Mentor-Teams* to meet four times throughout the year.
- After kick-off event, it's up to each mentor/mentee and each *Mentor-Team* to schedule their meet-ups. You will be given topics for starting talking points. (Before or after BIA events are great times to schedule these meet-ups!)

## ***Setting Expectations:***

- The program is not for mentees to solicit business from their mentors and vice versa.
- Safe/Open/Confidential dialogue - be willing to share about professional and personal experiences.
- A good mentee shouldn't be afraid to take the lead. Mentees have to help drive what they want to learn or take away from the process. Have an agenda in advance of every meeting with a specific objective.
- Mentors, keep an open mind about learning from your mentee as much as they will learn from you.
- Celebrate achievements. Discuss goals and hurdles at your initial meeting and celebrate milestones along the way.
- Picture this as a lasting relationship; this will help create long-term goals for the future.