

# Mentoring: Still the Critical Path

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**A little about me...**



# Agenda

- Why mentoring?
- Mentoring Opportunities
- Actions and Methods for Success

# Why Mentoring?

# Aging workforce



# Infrastructure growth

- Expected to increase 4.9% annually



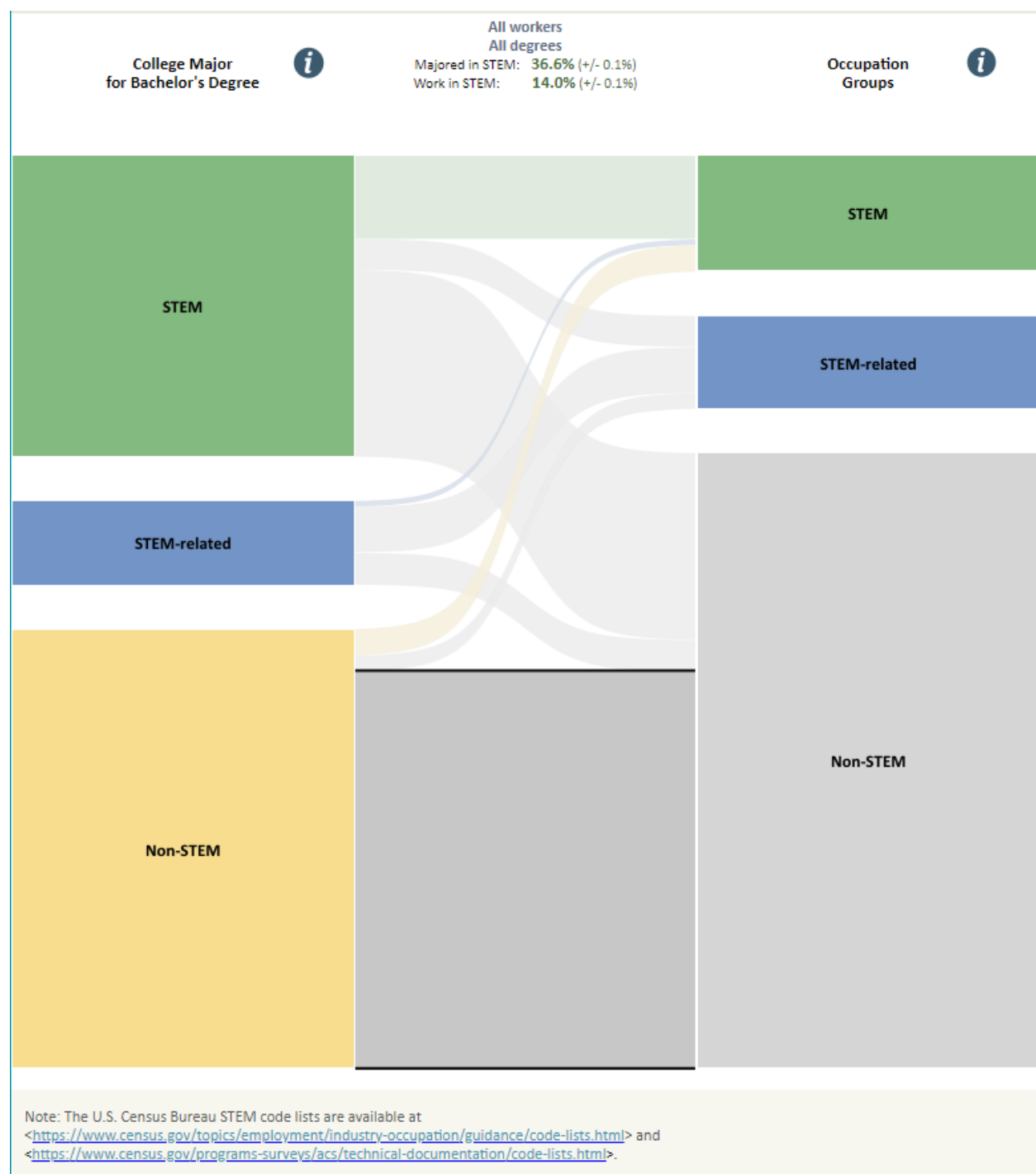
# Specialty skills

- Not just STEM, but specific skills and training are needed to fill gaps



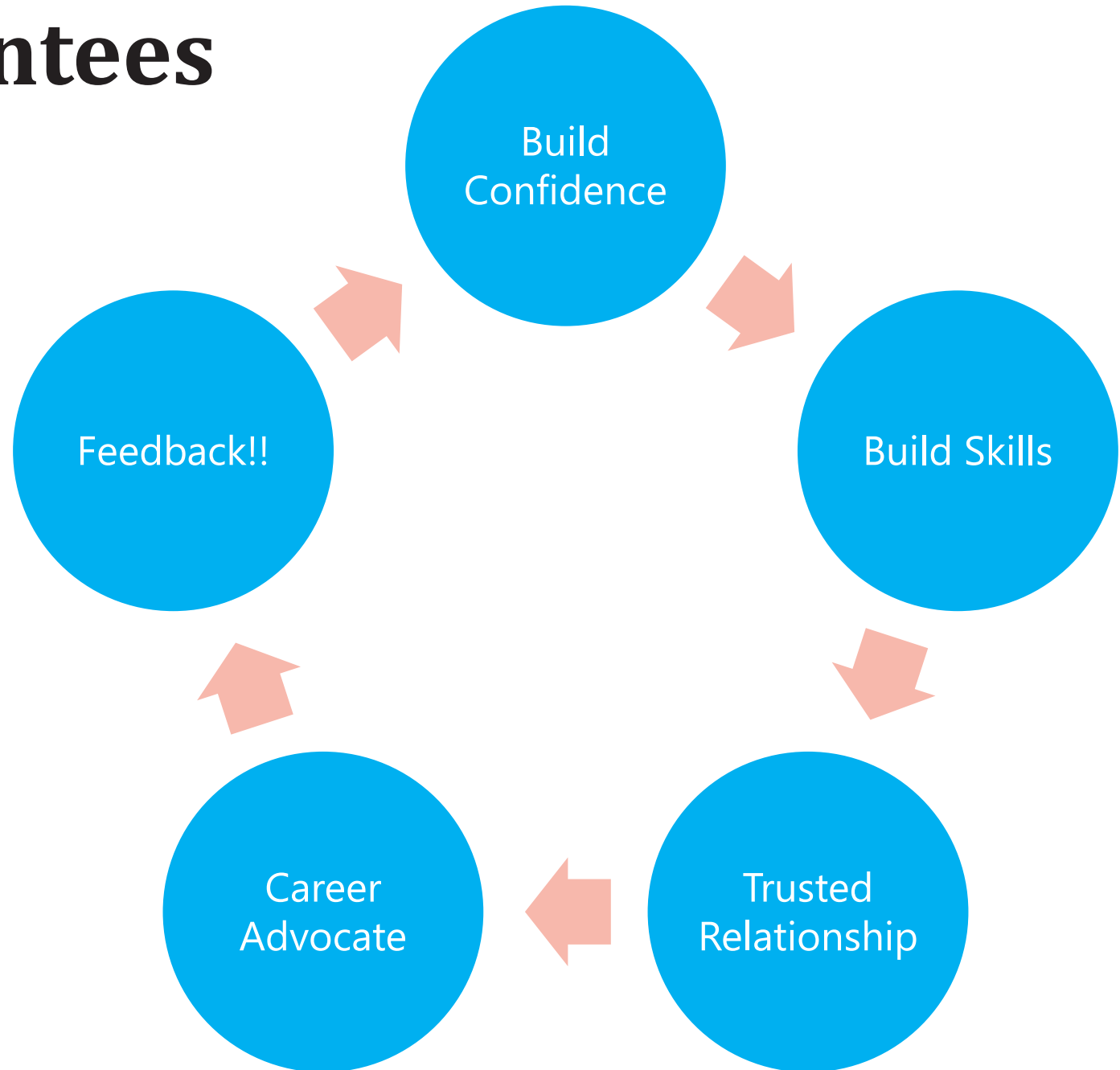
# Motivation

- The numbers of college graduates with engineering and sciences degrees are not keeping up with the demand





# Benefits to mentees



# Benefits to mentors



# **Mentoring Opportunities**

**What does this look like?**

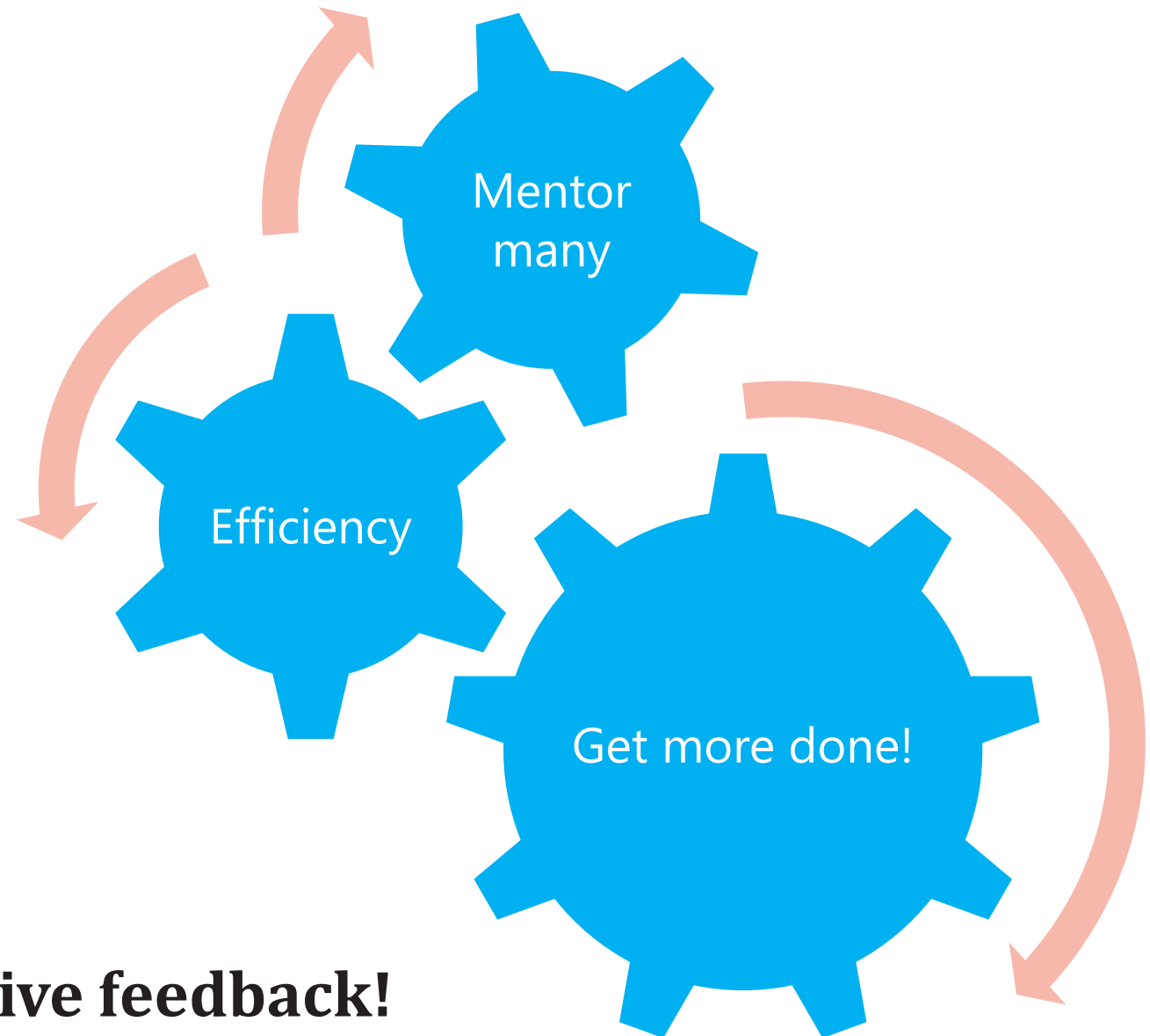
# On purpose or planned



# Ad hoc – casual - opportunistic



# Delegation

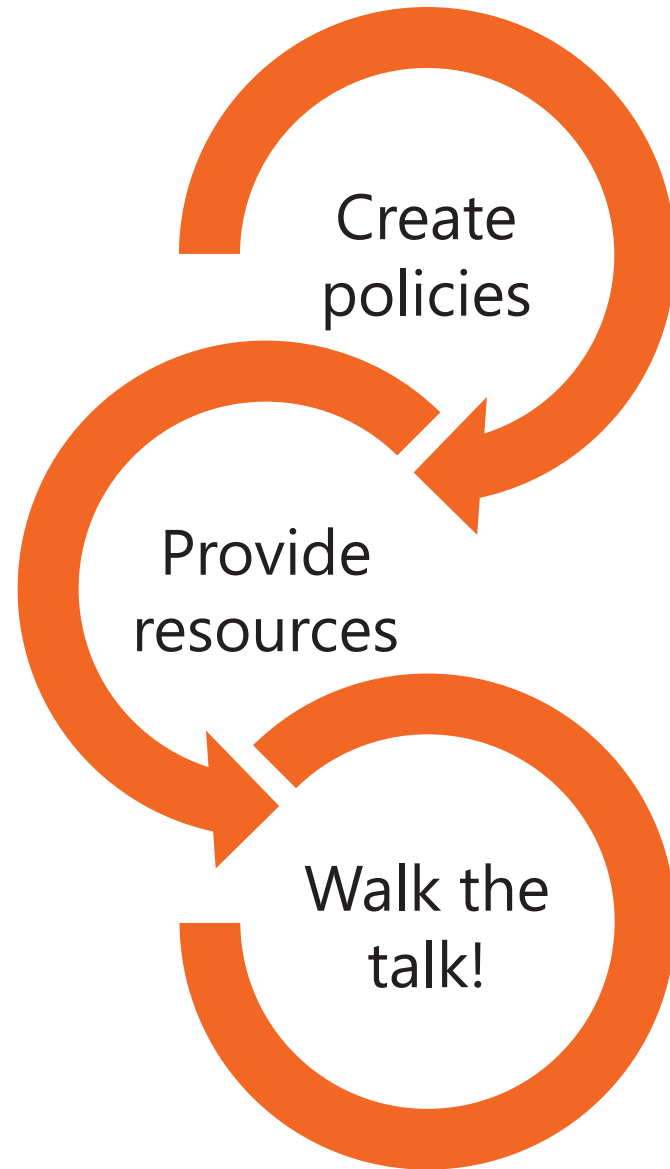


**Be sure to follow up and give feedback!**

# External outreach - recruiting



# Role of organizational leadership

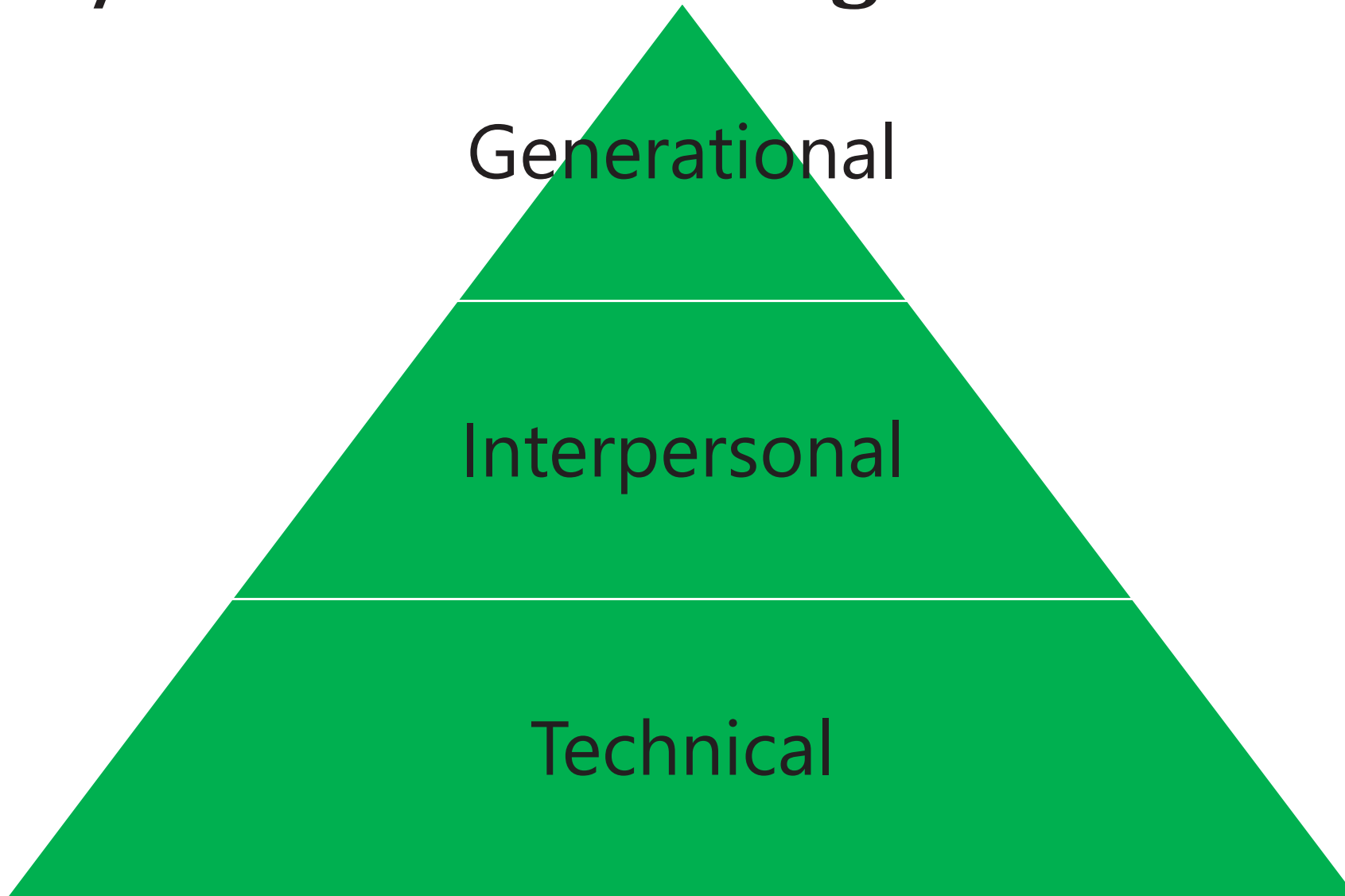




# **Individual Relationships**

**How do we make it work?**

# Mentor/mentee matching

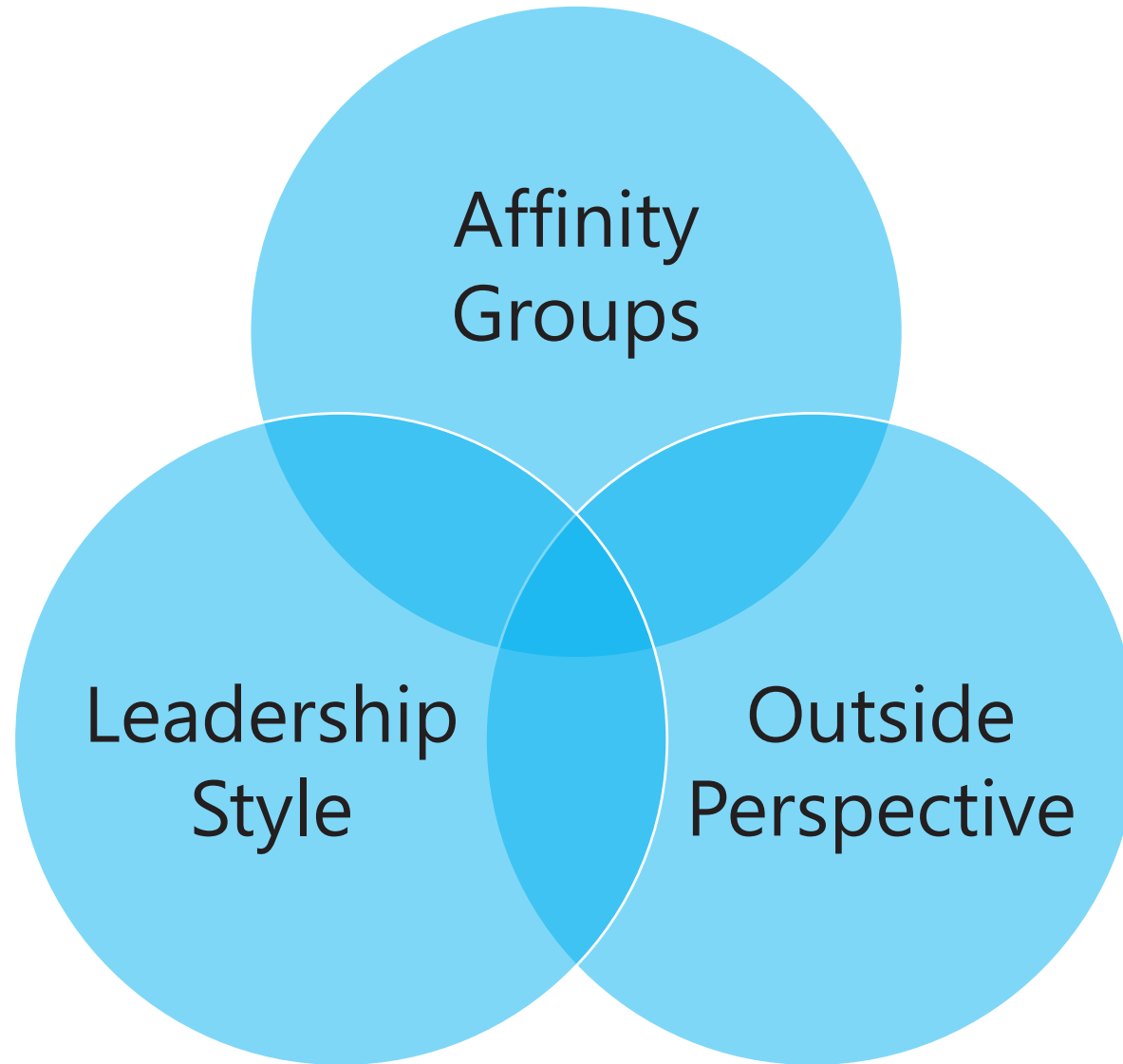


Generational

Interpersonal

Technical

# Other considerations



# Other notes



**All relationships need a driver!!**

# Homework

- Reach out to someone whose career you admire
- Ask to meet for coffee/lunch
- Prepare questions/conversation starters
- Have a great conversation!!

– REPEAT!



“Tell me and I forget,  
teach me and I may  
remember, involve me and  
I learn.”

— Benjamin Franklin

“In learning you will  
teach, and in teaching you  
will learn.”

— Phil Collins

# Top 10 Tips for Successful Mentoring



1. Take a personal interest in your protégé's success
2. Be willing to share your knowledge, expertise, and skills
3. Be a role model and demonstrate a positive attitude
4. Exhibit enthusiasm about our industry, company, etc.
5. Share the company's vision , mission, and values
6. Encourage ongoing learning and career growth
7. Provide guidance and constructive feedback
8. Help set specific, measurable, goals and then assess progress
9. Value the opinions and efforts of others
10. Motivate others by setting a good example