



2020 BIAOC NextGen Mentorship Program Form

Complete and return this application by Friday, January 31st.

By completing this form you are volunteering to be paired with a seasoned industry professional to learn from their personal and professional experiences. You will also participate in smaller group meetings (assigned *Mentor-Teams* comprised of 4-5 mentor/mentee pairs). We want to thank you for donating your time to expand your growth within our thriving industry.

Program Fee for Mentees: \$100

Time Commitment

- Attend **Thursday, February 20th Kickoff Event** - this will be your first introduction to your mentee or mentor and your *Mentor-Team*.
- Attend monthly 1 on 1 or Mentor Team meetings.
 - We understand everyone's time is precious, but please be willing to commit for the entire year and actively participate.
- Attend Wrap Up Event towards the end of the year (exact date to be announced).

Name: _____

Company: _____

Title: _____

Best Phone Number: _____ **Email:** _____

Area of Interest: [Rank your top 3; 1 being the HIGHEST]

Sales & Marketing Law Interior Design Land Use/Development Finance

Construction Engineering Other: _____

Additional savvy skills and/or attributes you would like to focus on: [Rank your top 3; 1 being the HIGHEST]

Entrepreneurship Time Management Networking Goal Setting Team Management

Construction Processes Other: _____

Preferred Meeting Times: [Rank with 1 being the best time, 3 being the worst]

Before Work Lunch After Work

Please describe yourself in 5 words: _____

Please list any additional information that may be helpful for the pairing process (things you would like to improve on, areas you would like to learn more about etc.):

Please return the application to:

Shelby Farmer, sfarmer@biaoc.com by Friday, January 31st.



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.
- *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.
 - The Mentor-Team meetings are a great way to network with other Mentees and Mentors. These are designed to give you the opportunity to expand your conversations and learn from a variety of people in the industry.
- After kick-off event, it's up to each mentor/mentee and each *Mentor-Team* to schedule their meet-ups. (Before or after BIA events are great times to schedule these meet-ups!)
 - A Mentor-Team Leader will be assigned at the Kick-Off event. This person will be responsible for taking the lead on scheduling the Mentor Team meetings.
 - You will be sent a general meeting schedule and the suggested topics of discussion at the beginning of each month

Setting Expectations:

"You only get out, What you put in!"

- 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.