



Welcome to **Architecture Exchange East 2011**

Designing Your Best Mentoring Experience Ever!



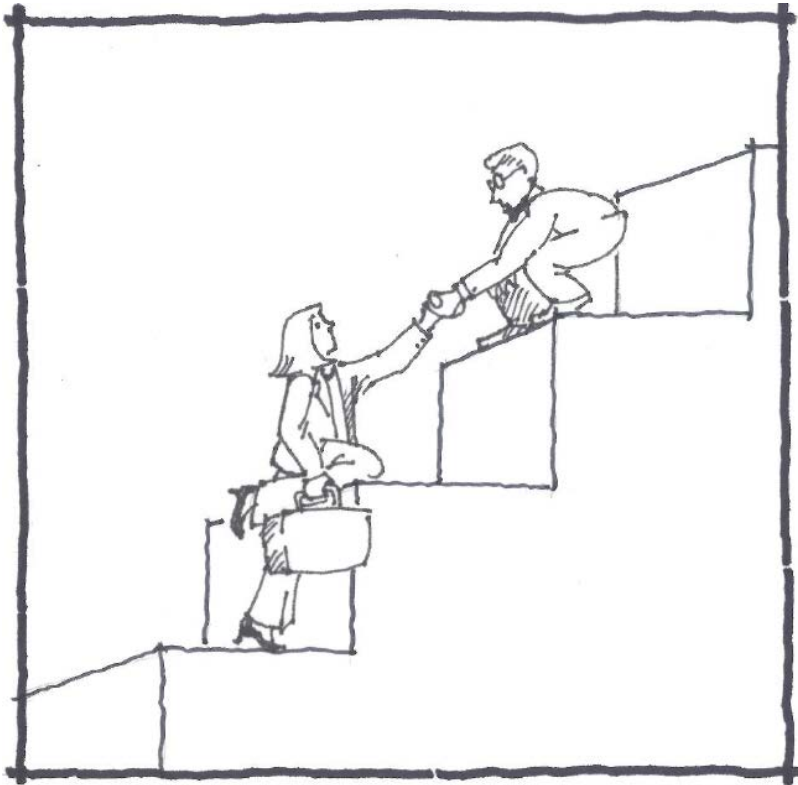
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Virginia Society **AIA**



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CONTRIBUTORS:

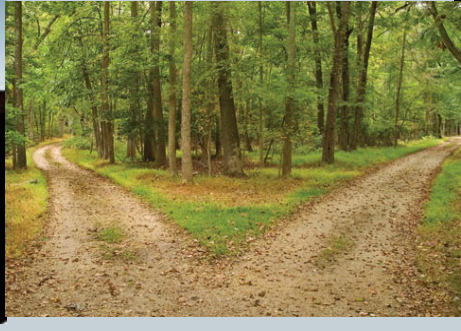
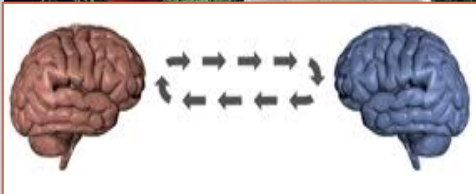
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What is Mentoring?



What is Mentoring?



Knowledge

Wisdom



Career Stages



STUDENTS: AIA Atlanta, U of Minn **Mentor Idea:** Intern or Practitioner

INTERNS: IDP, AIA Boston, Your firm **Mentor Idea:** YAF

YAF: YAF G/L **Mentor Idea:** AIA or FAIA

PRACTITIONERS



Best Practices - Roles



Protege

- **Motivated, Interested, Engaged, Curious**
- Respect boundaries
- Be patient...we're old
- Be receptive to feedback
- Say what you want

Mentor

- **Tour Guide not Teacher**
- Explain the “why”
- Meet on protégé's turf
- Be available
- Don't problem-solve

Best Practices -Mentoring “Musts”



	IDP	U Minn	Zachary	YAF
Communication	★	★	★	★
Commitment/Desire	★	★	★	★
Trust/Confidentiality	★		★	★
Reflection/Awareness		★	★	

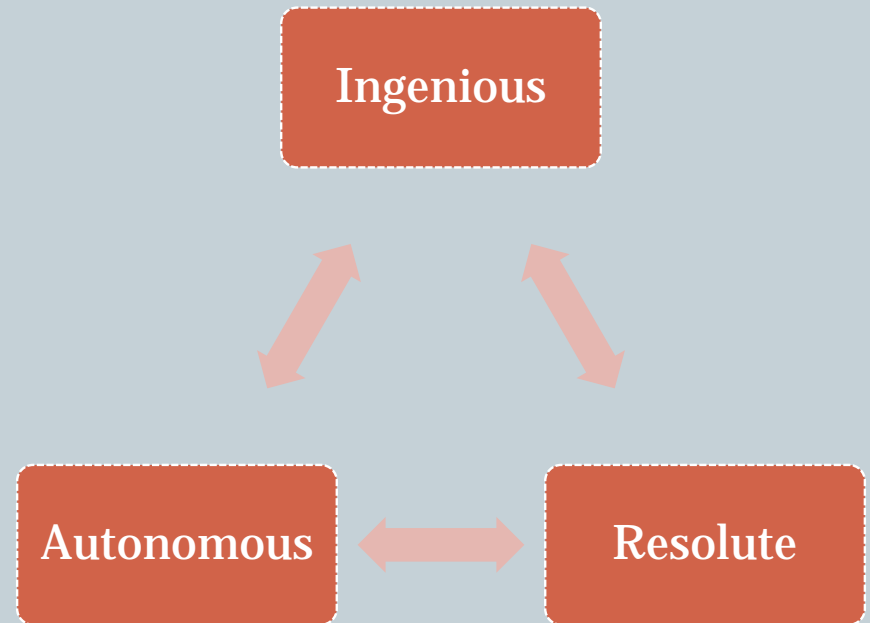
Best Practices- Architects



Personality

- **Most architects: NTJs**
 - Lifelong learners
 - Rational
 - Can seem distant
 - Can be introverts
 - Problem solvers
 - Perceive time in intervals

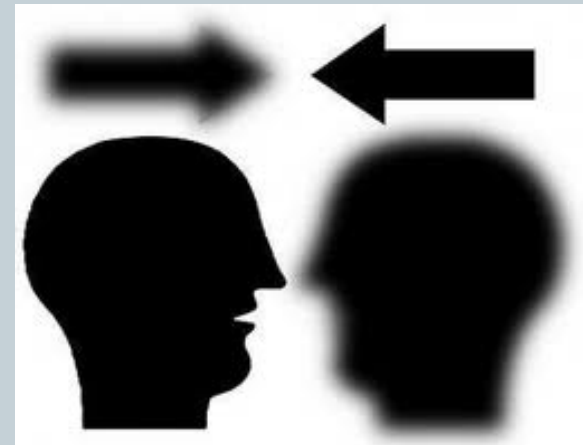
Self Image



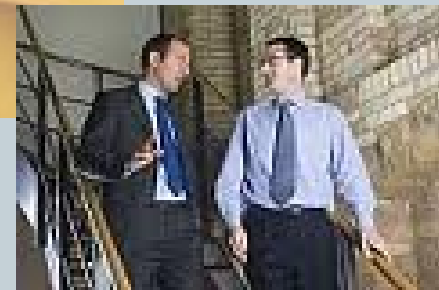
Communication



- Distant-
- Introvert-
- Autonomous-
- Perceive time in intervals-
- Also.....
 - Generational differences
 - Listening
 - Guiding not teaching



Trust/Confidentiality



Committment



- What is the biggest challenge for a successful mentoring relationship?



TIME



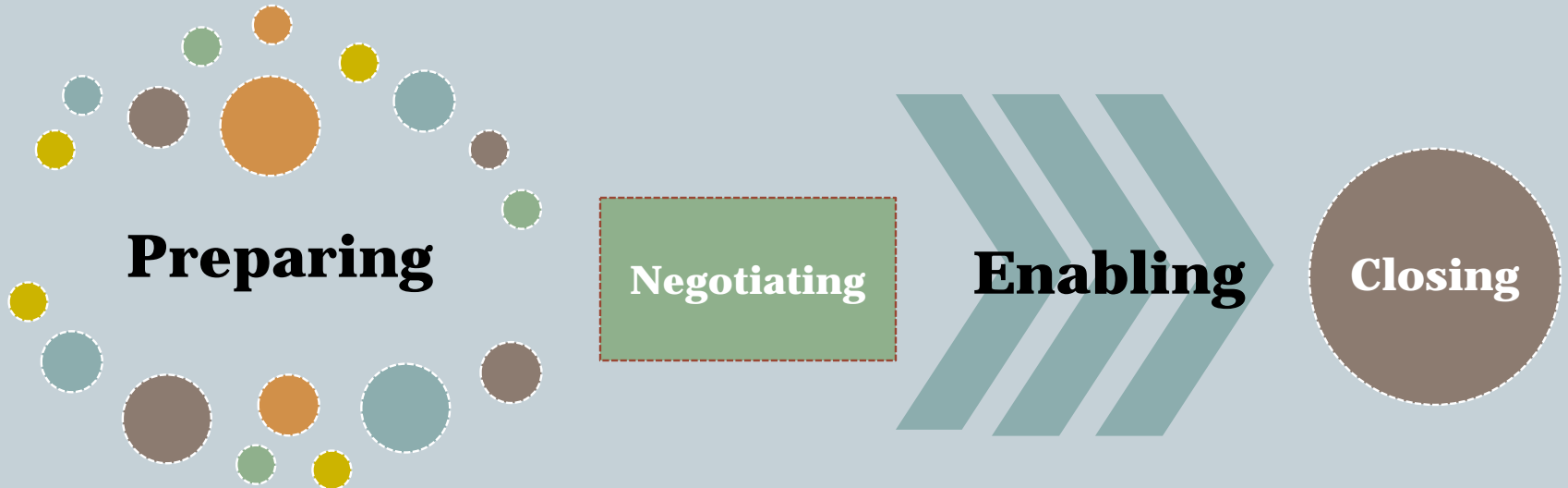
Reflection



Where to Start?



Best Practices



Preparing

- + Assess readiness
- + Identify skills, strengths
- + Clarify expectations
- + Assess viability

Negotiating

- + Timeline
- + Learning Goals
- + When/How to meet
- + Boundaries /Limits
- + Rocks in the road

Enabling

- + Giving & receiving feedback
- + Sharing wisdom & knowledge

Closing

- + Celebrate achievements
- + Reflect on learning
- + Pay it forward

Best Practices- Matching



Ideas:

- Speed mentoring events
- Other AIA Chapter Social events
- Speed portfolio reviews
- Web-Yentl
- Rotary Club



Best Practices - Formats



- **One-on One**
 - In Person
 - Long distance
- **Small Mentor Clusters**
 - San Francisco model
- **Laddered Mentoring**
- **Emerging Leaders Programs**

Small Mentor Clusters: San Francisco Model:

- + One Seasoned, licensed professional (+/- 15 years of experience)
- + Two Mid-level, licensed or unlicensed professional (5-15 years of experience)
- + One Emerging, unlicensed professional (0-5 years of experience)

Discussion

