

Speed Mentoring

Audience: Leaders Group Size: 20+

Purpose

It is a social affair where younger and/or less experienced people are given an opportunity to gain guidance and input from a range of more experienced people. The event usually involves mingling up front, followed by a mentoring merry-go-round.

Description

Speed mentoring is a series of short, focused conversations about specific questions. Everyone will meet with a limited number of mentees in a 5-10 minute time slot.

Sample questions:

Have you ever run into a sticky situation with internal politics and how did you work through it?

How do you integrate your work and your personal life?

What's the most important thing for someone at my career stage to do in the next 6 months?

Feel free to tailor questions to your unit or a specific goal of the session. More sample questions are attached. Name the mentoring session to set the mood.

Execution

- Find the ideal space and time. Need a large enough space to allow for private conversations and movement.
- Works best with 20 or more people (2 to 1 mentor). This will allow a diverse group with different careers, personalities, rank and thought.
- For an hour long session, plan for five pairings for each person. This will allow a 5 min intro, nine minutes to talk, 2 mins for transition time.

Tips:

- Select mentors beyond the usual leaders associated with titles and rank. Social or unofficial leaders who do not hold the title but the hold weight are excellent choices.
- Select mentors who are overcomers. Potential past disciplinary action or adversity.
- Select mentors who are in the Top 10% but also top 30%. Everyone has a unique perspective.
- Allow mentors to keep their seats and mentees move around or visa versa.
- Make sure you have a MC. Pairs inevitably get caught up in conversation.
- Have drinks and snacks. Make everyone there feel pampered.

References

Attachments:

Sample Questions

Mentor Card

Mentee Card (will need to add the questions)

Speed Mentoring Timeline

Contact Us

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