

PATHBUILDERS[®]
MANAGE

FALL 2025

MENTORING
GROUP LAUNCH

OCTOBER 2025
KICK-OFF



MENTORING GROUP LAUNCH

FALL 2025 | KICK-OFF SESSION

DISCUSSION: GETTING TO KNOW YOU

In your time together, share:

- Name, company, role, location
- One key job responsibility
- What are you most looking forward to in MANAGE?
- Mentees: share similarities you found amongst the group (use your notes on the *Getting to Know Your Mentoring Group* tool on page 21 (Mentors: page 17) in your Program Manual)

THE MATCHING PROCESS

- Mentee peer groups matched around developmental goals, workplace challenges, and career aspirations
- Mentor selected for the group – uniquely positioned to discuss group issues, dealt with similar challenges and opportunities, open to sharing insights, and well-matched style and approach

NOTES

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HOW WE EXPERIENCE CONTENT

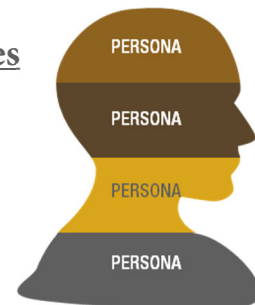
Many things influence how we react to new concepts

- Existing Knowledge
- Past Experience
- Openness
- Existing Beliefs
- Context
- Adaptability
- Mood
- Stress Level

LIFE EXPERIENCES SHAPE OUR PERCEPTION

“Personas” – Capturing our life experiences

- Characteristics describing who we are
- Reflections of the roles in life that we play
- Capturing where we are right now
 - Demographics
 - Descriptors
 - Responsibilities
 - Profession
 - Habits
 - Preferences
 - Family Status
 - Avocations/Hobbies



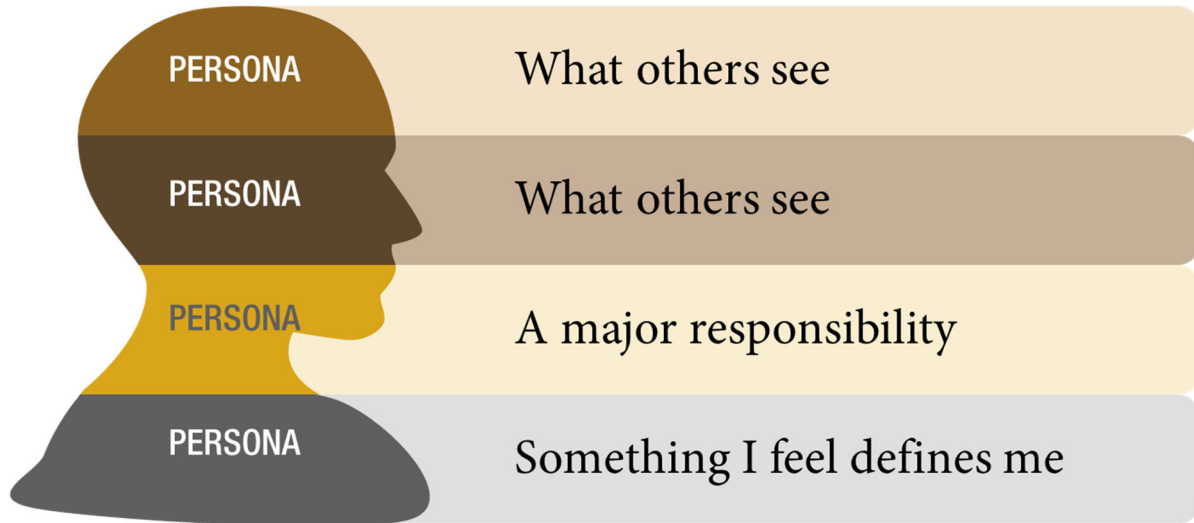
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DISCUSSION: WHAT ARE YOUR PERSONAS?

- Take 5 minutes
- Identify four personas
- You'll share these with others in MANAGE



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THE ROLE OF PERSONAS IN *MANAGE*



NAME YOUR OWN

Four personas,
lenses through
which you view
each topic

SPEAKERS SHARE

Workshop and
panelist
speakers ID
personas

YOU REFLECT

Reflection
guide – similar
and different
reactions

COHORT BREAKOUT

Random
breakout in
next workshop
- observations

APPLY YOUR LEARNINGS

Consider how
takeaways
apply to your
team

DISCUSSION: TALKING PERSONAS

Connect again with your group:

- Each share the personas that you identified
- How will your similarities and differences enrich your conversations as a group?

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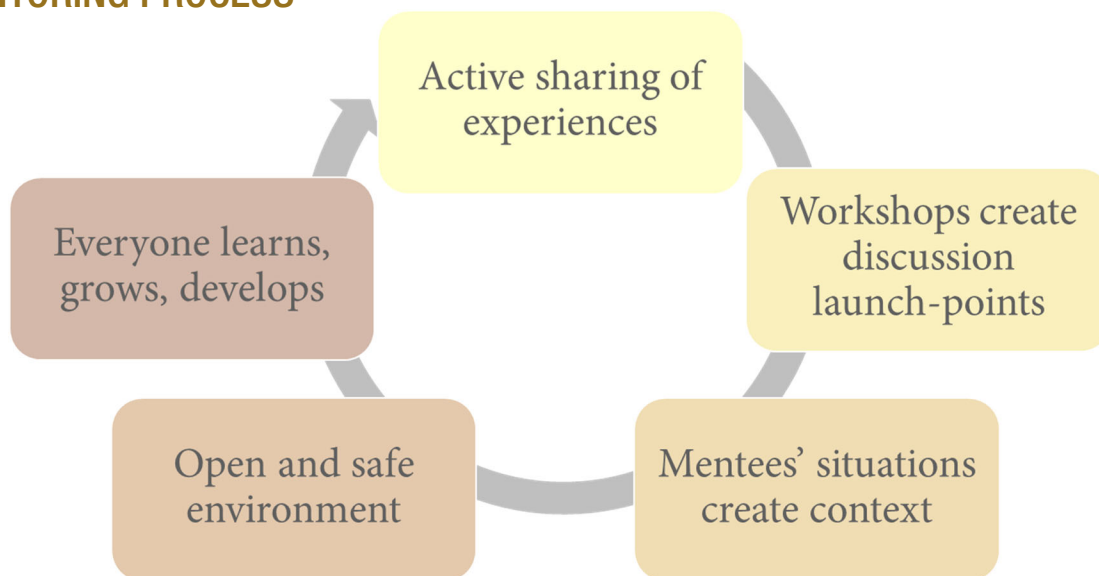
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MENTORING DEFINED

- Mentoring is:
 - A relationship
 - An active sharing of professional experiences
 - Driven by the Mentee's goals
- Mentoring is not
 - "Therapy"
 - Job-shopping or introductions
 - Access to someone with ALL the answers

THE MENTORING PROCESS

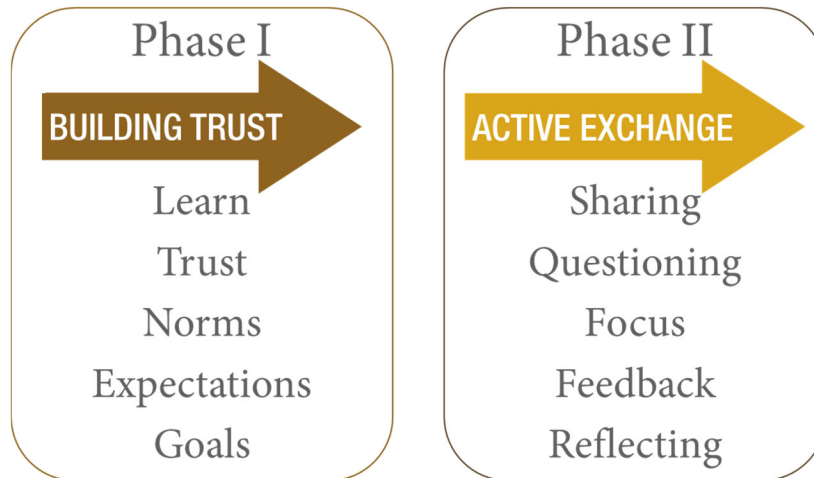


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HOW MENTORING PROGRESSES



MENTORING MECHANICS



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MENTORING GROUND RULES



CONFIDENTIALITY

- Hold information confidential
- Agree to norms on confidentiality



ACCOUNTABILITY

- DWYSYWD
- Try new things
- Report back on progress



ACKNOWLEDGMENT

- Thank your Mentor and peers
- Follow-through on suggestions

RULES OF ENGAGEMENT

Prioritizing Group Sessions

*Commit to attend ALL scheduled mentoring time
Consider meetings between scheduled sessions – share your preferences*

“Homework”

Commit to what you CAN do – share what’s reasonable

Style of Feedback

Direct and blunt vs Encouraging and softer

Sensitive Issues

Agree to how you will address when they arise

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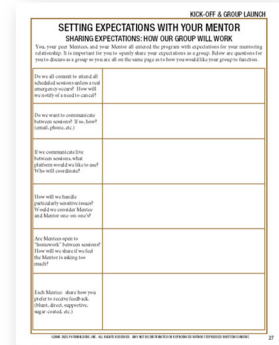
SHARING EXPECTATIONS

- As a Mentoring Group, discuss ground rules and rules of engagement
- Be open and honest about your preferences
- Tool to support your discussion on page 27 (Mentors: page 23) of your Program Manual

KEY SUCCESS FACTORS

- Mentees establishing individual goals
- Groups leveraging themes
 - Naming commonalities
 - Supporting each other's growth
 - Discussing content through lens of themes
- Bringing real situations into group discussions
- Consistent and open communication
- Sharing expectations and adhering to ground rules
- Celebrating successes

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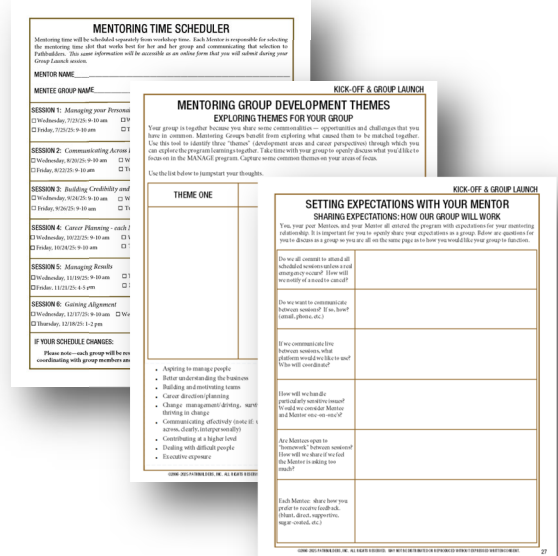


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COMMITMENTS & EXPECTATIONS

- Time to build your group's schedule!
 - Together select your SIX group meeting times
 - MENTORS: Complete the online form that defines your group's scheduled timeslots
- Review the Setting Expectations Tool
 - Mentees: page 27 / Mentors: page 23
- Enjoy getting to know each other!
 - Refer to the Development Themes Tool
 - Mentees: page 25 / Mentors: page 21
- You have personas. Goals and themes...
- It's time for a group name!
- Be ready at workshop #1 to select your group name



MANAGE – A UNIQUE OPPORTUNITY

- Show up and be “present”
- Be open, frank, and vulnerable
- Apply the learnings and do preparation as agreed upon
- Maintain open communication
- Share feedback, successes, and challenges
- Provide feedback to Pathbuilders
- Enjoy!

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