

PATHBUILDERS[®]
MANAGE
FALL 2025

MENTEE
ORIENTATION

OCTOBER 10, 2025
KICK-OFF



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THE PATHBUILDERS PHILOSOPHY

Individual development must be tailored to 4 pivotal career points



THE *MANAGEMENTEE*

- Mastered technical skills, and is taking on big challenges
- Increasing impact by working through and with others
- Exploring how the company works
- Building a path to career success

They are...

- Learning to manage people and projects
- Working across functions and geographies
- Appreciating others' approaches
- Stepping into responsibility

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THE *MANAGE*MAGIC

- What makes *MANAGE* so special...
 - Mentees are matched with peers and a Mentor chosen specifically for them
 - Customized content is delivered to address Mentees' specific needs
 - Structure and tools enable success
 - Different perspectives create broader insights
 - A safe and external environment allows sharing what needs to be shared

MONTHLY ACTIVITIES



INTERACTIVE WORKSHOPS



GROUP MENTORING



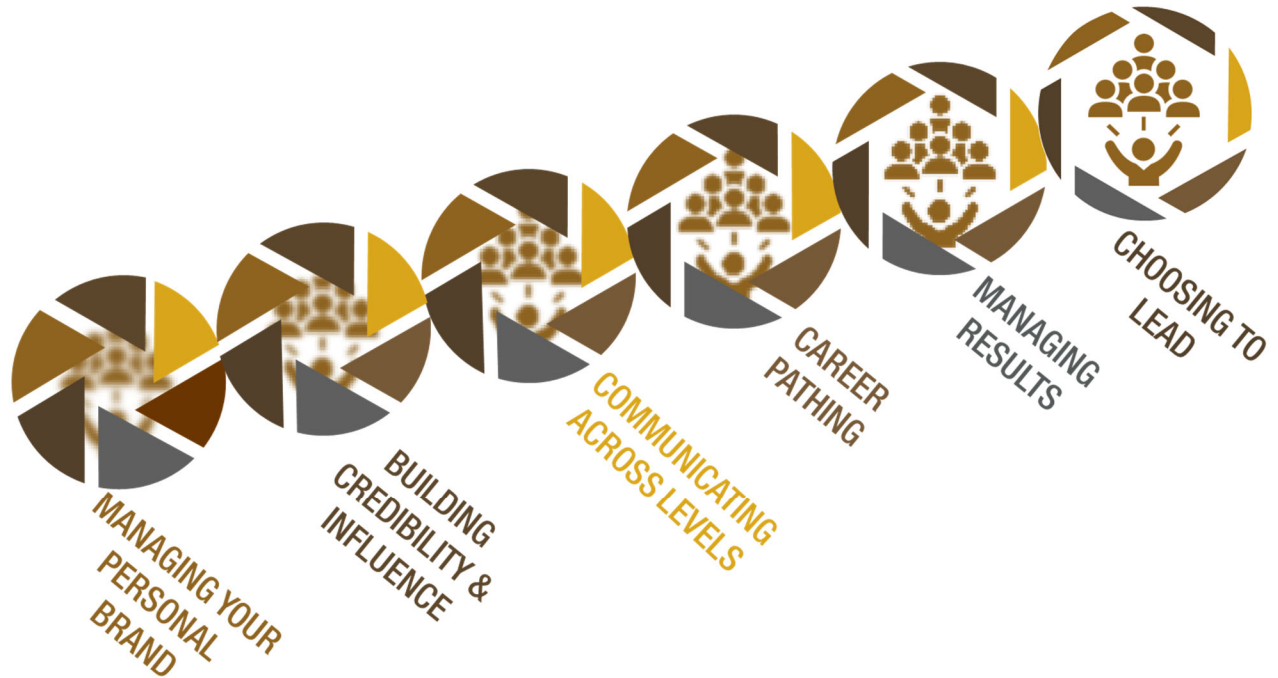
LEADERSHIP ROUNDTABLES

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A CURRICULUM THAT REVEALS THE LEADER WITHIN



BRINGING THE CURRICULUM TO LIFE

- Monthly sessions, established calendar
- Proven concepts and practices
- Interactive exercises and breakouts
- Leaders' personal experiences
- Applicable learnings
- Informs Mentoring Time

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LEADERSHIP ROUNDTABLES PROMOTE LEARNING FROM OTHERS' PERSPECTIVES

- Different takes on workshop topics
- Appreciating life experiences
- Moderated panel and Q&A
- Diverse group of leaders
- Candid insights and dialogue
- Scheduled monthly

The image shows two overlapping forms. The top form is titled 'MANAGE REFLECTION JOURNAL—SESSION ONE' and contains several sections for reflection, including 'What was your reaction to this month's topic?', 'How did your reaction differ from others?', and 'How will you use this insight to better yourself or others?'. The bottom form is titled 'MONTHLY ACTIVITIES—LEADERSHIP ROUNDTABLE NOTES—SESSION ONE' and contains sections for 'Facilitator', 'Panelist', and 'Audience', each with a space for notes and a 'Date' field. Both forms have a footer with the text '©2006-2025 PATHBUILDERS, INC. ALL RIGHTS RESERVED. MAY NOT BE DISTRIBUTED OR REPRODUCED WITHOUT EXPRESSED WRITTEN CONSENT.' and a page number '10'.

MENTORING TIME IS WHERE IT ALL COMES TOGETHER

- Peers and Mentor selected just for you!
- Small group explores shared experiences
- Direct feedback
- Open forum for questions
- Challenge, support, accelerated growth
- Schedule set during Group Launch

BREAKOUT: GETTING TO KNOW YOUR MENTORING GROUP

Refer to [pg. 21 of your Program Manual](#) in the “Kick-Off & Group Launch” section.

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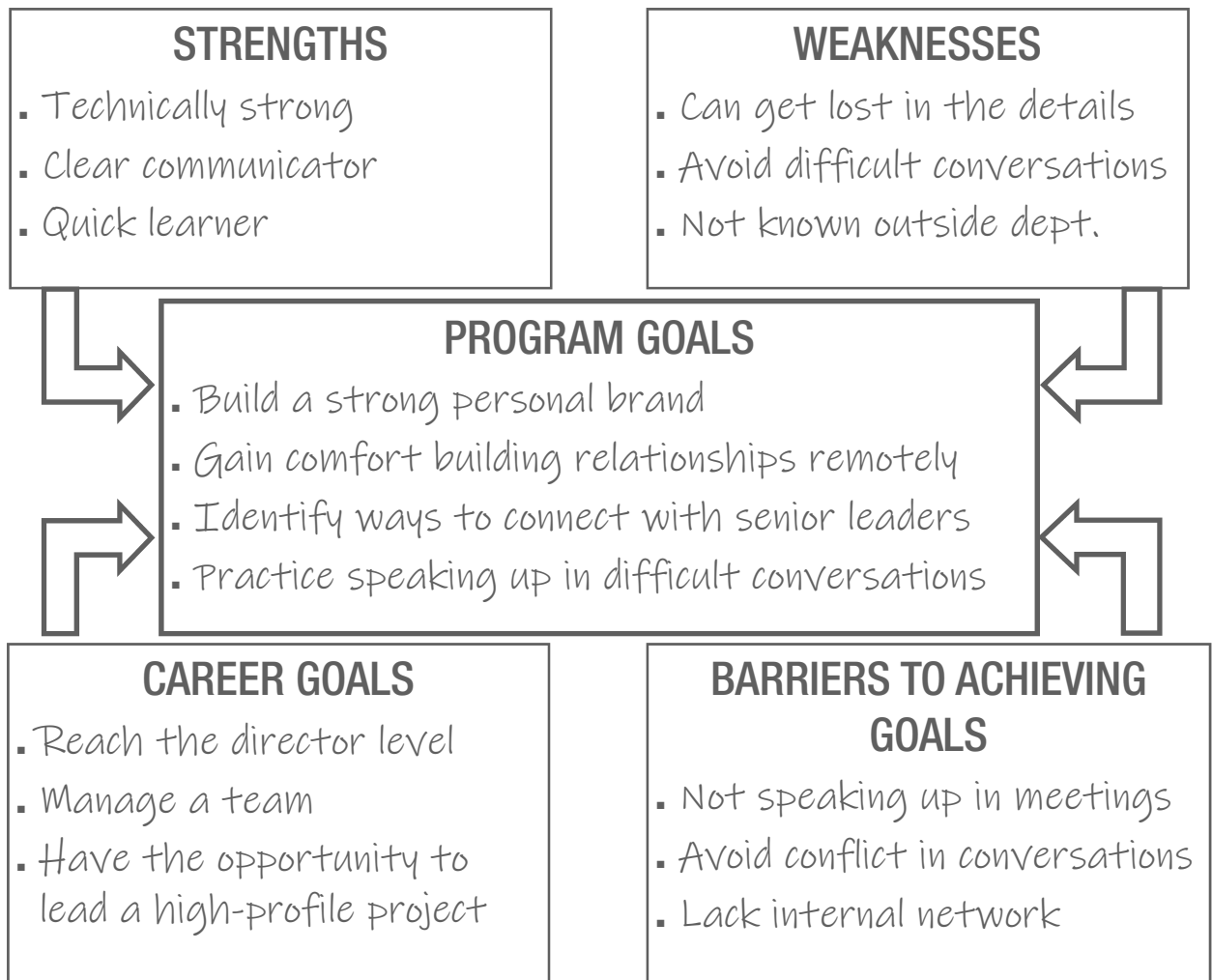
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MENTEE GOAL-SETTING

Worksheet for this exercise can be found on **pg. 23 of your Program Manual.**

- Goals are the framework for productive mentoring conversations
 - Tracking success and maintaining momentum
 - Basis for feedback and accountability
- Four key elements:
 - Strengths – your unique talents and skills
 - Weaknesses – those areas that limit you
 - Career Goals – where do you want to be?
 - Barriers to Achieving Goals – what will limit you from reaching your potential?

DEVELOPING GOALS FOR THE PROGRAM

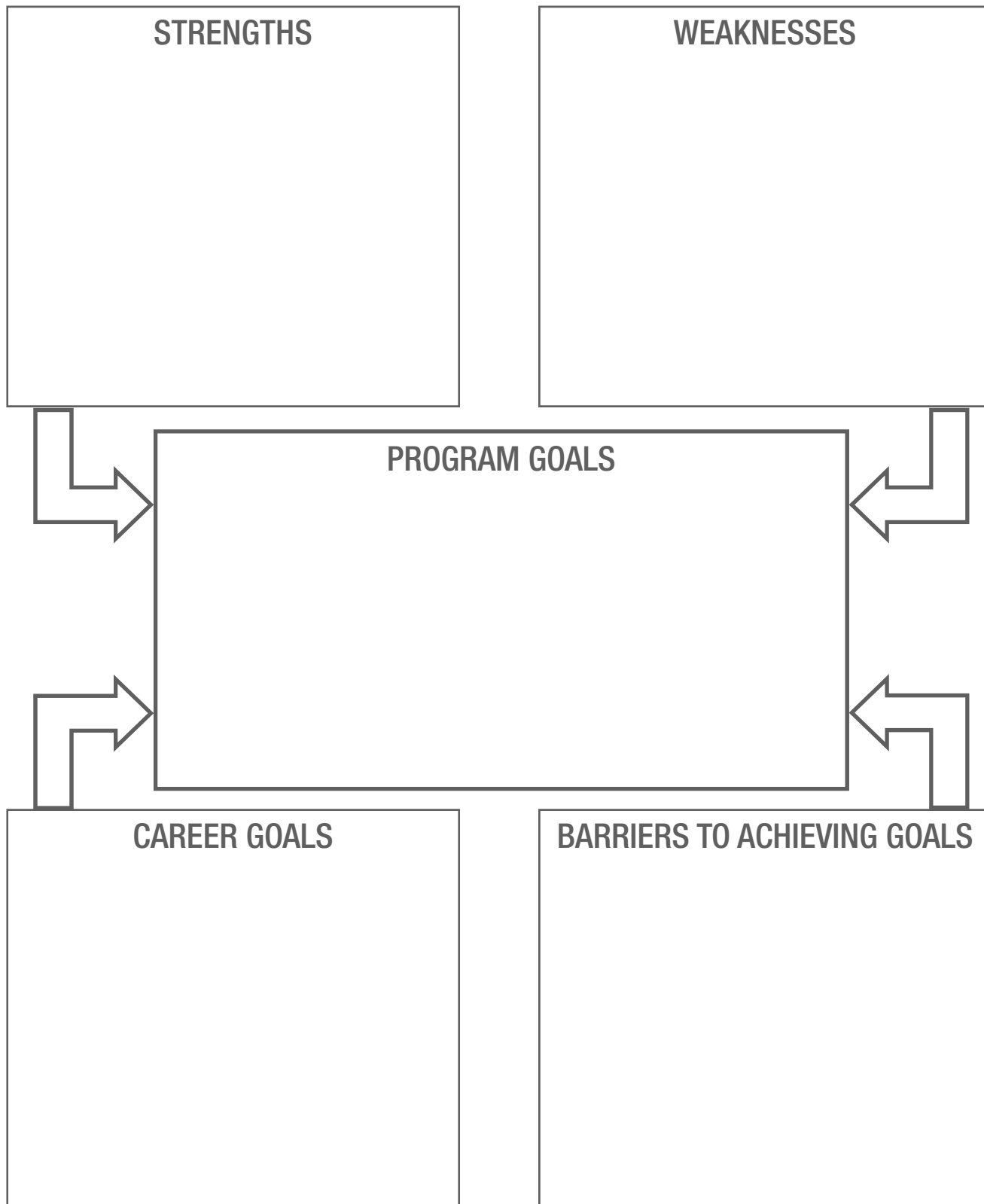


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EXERCISE: PROGRAM READINESS TOOL

This tool is also on pg. 23 of your Program Manual.



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BREAKOUT: AREAS TO EXPLORE TOGETHER

Info for this breakout can be found on pg. 25 of your Program Manual.

KICK-OFF & GROUP LAUNCH

MENTORING GROUP DEVELOPMENT THEMES
EXPLORING THEMES FOR YOUR GROUP

Your group is together because you share some commonalities -- opportunities and challenges that you have in common. Mentoring Groups benefit from exploring what caused them to be matched together. Use this tool to identify three "hotter" development areas and career perspectives through which you can explore the program learnings together. Take time with your group to openly discuss what you'd like to focus on in the MANAGE program. Capture some common themes on your areas of focus.

Use the list below to jumpstart your thoughts.

THEME ONE	THEME TWO	THEME THREE

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- Aspiring to manage people
- Better understanding the business
- Building and motivating teams
- Career direction/planning
- Change management/driving, surviving and thriving in change
- Communicating effectively (note it up, down, across, clearly, interpersonally)
- Contributing at a higher level
- Dealing with difficult people
- Executive exposure
- Financial acumen
- Influence and credibility
- Managing and developing teams
- Managing conflict
- Managing up
- Motivating others
- Personal branding
- Relationship building
- Securing resources and selling ideas
- Time management / delegation
- Work-life balance

ADDITIONAL PROGRAM MATERIALS

- Monthly newsletters – recap the workshop, prepare for the next session
- *MANAGE* portal contains content guides, newsletters, etc.

YOUR COMMITMENTS

- Attend and engage each month
- Be an active member of your group
- Discuss challenges freely and seek input
- Apply the learnings– try out new behaviors
- Use the *Relationship Log* to connect with your peers
- Adhere to the *Trust & Confidentiality Agreement*
- Provide feedback to Pathbuilders

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ADDITIONAL KICK-OFF RESOURCE

This table will be referenced during Mentee Orientation.

RIDDLE	ANSWER
What gets wetter the more it dries?	
What comes once in a minute, twice in a moment, but never in a thousand years ?	
I have keys but no locks. I have space, but no room. You can enter, but you cannot go outside. What am I?	
I have branches, but no fruit, trunk or trees. What am I?	
The more of this there is, the less you see. What is it?	
I speak without a mouth and hear without ears? I have no body, but I come alive in the wind. What am I?	
The more you take from me, the bigger I get. What am I?	
I'm light as a feather, yet the strongest person can't hold me for long. What am I?	
I have cities but no houses, forests but no trees, and water but no fish. What am I?	
I'm always running but never move. You can catch me but can't hold me. What am I?	