

We are about to launch our 5th mentoring program kick-off session on October 2, 2010 at the Hampton Inn. The invitation has already been sent, following a call for mentors for which we had a very good response rate.

Since the launch of the PMI-OVOC Mentoring program in October 2008, almost 150 PMI OVOC members have participated in the program in four sessions (referred to as “Cohorts”), either as a Protégé or Mentor. Both Protégés and Mentors have been reporting that the Mentoring Program has been a very worthwhile use of their time.

We have now run two Cohorts using our own Program materials, and are getting very good feedback on the format.

This past year 22 pairs were formed for Cohort 3 at the 31st October 2009 kick-off session, and 12 pairs for Cohort 4 at the 3rd March 2010 kick-off session.

In addition to the two Kick-off sessions, we also hosted two mid program checkpoint meetings on 21 April and 22 June, providing an opportunity for Mentors and Protégés to get together and exchange notes about how they are managing their relationships and the types of things they have been working on.

We have been collecting information on wrap-up of the pairs about their expectations and experiences.

The most important benefit highlighted by both Mentors and Protégés of Cohorts 1 and 2 who have completed the program has been that the Mentor was accessible to the Protégé for mentoring and consultation. While this may seem intuitive, this outcome has in fact been a surprise for all as this benefit had been the #6 expectation by Protégés at the beginning of the program. Protégés had actually been expecting that the #1 benefit would be that the Mentor would point them to resources and materials to help them with their skills.

Mentors, on the other hand, had thought going in that the #1 benefit would be that they would be coaching Protégés through problem situations but this turned out to be the #3 benefit cited by Protégés who have gone through the program, and the #6 benefit cited by Mentors.

Overall both Mentors and Protégés who completed the survey have been very enthusiastic about the program, with 40% reporting that they had already recommended the program to another colleague, and the other 60% agreeing that they would recommend the program to other colleagues.