

# MENTORING MATTERS

CREATING A CULTURE OF  
MENTORSHIP WITHIN  
YOUR PROPOSAL TEAM

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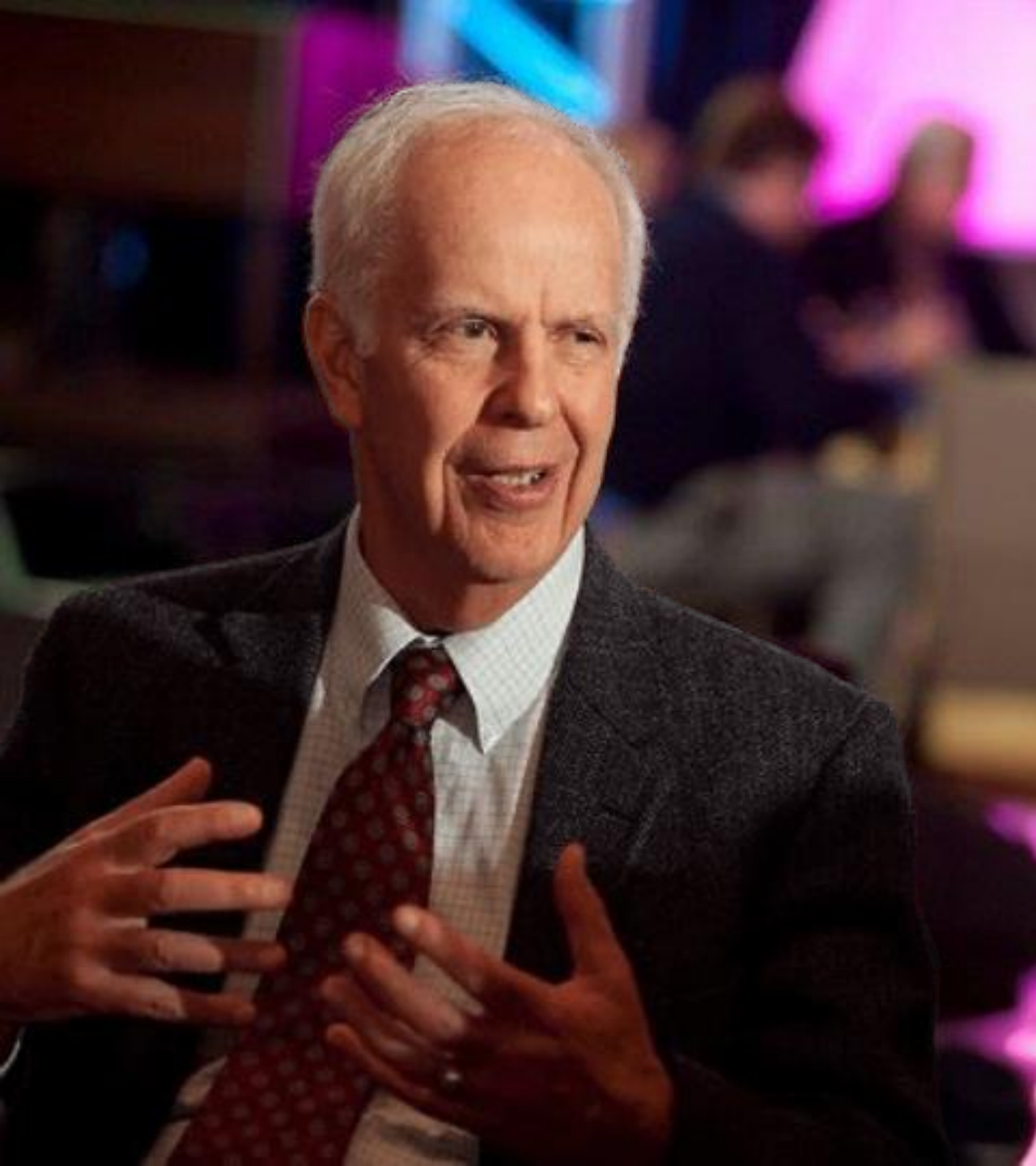
# Bruce Ferrell

APMP FELLOW

# MENTORING MATTERS

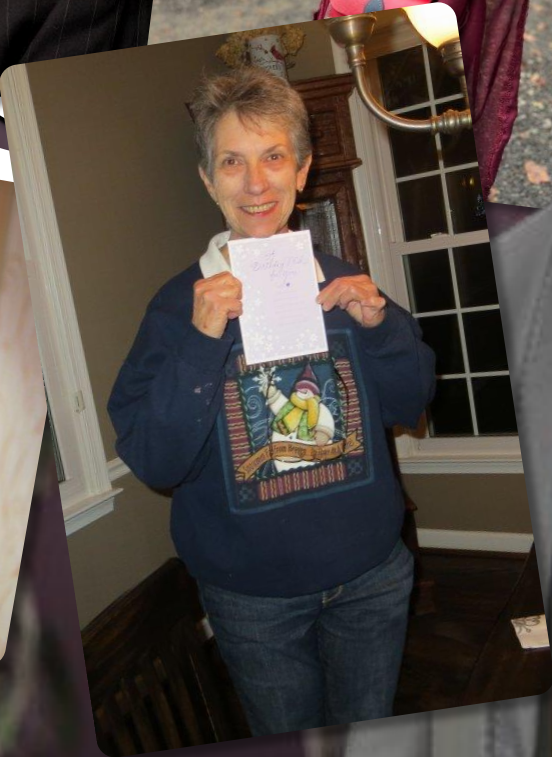
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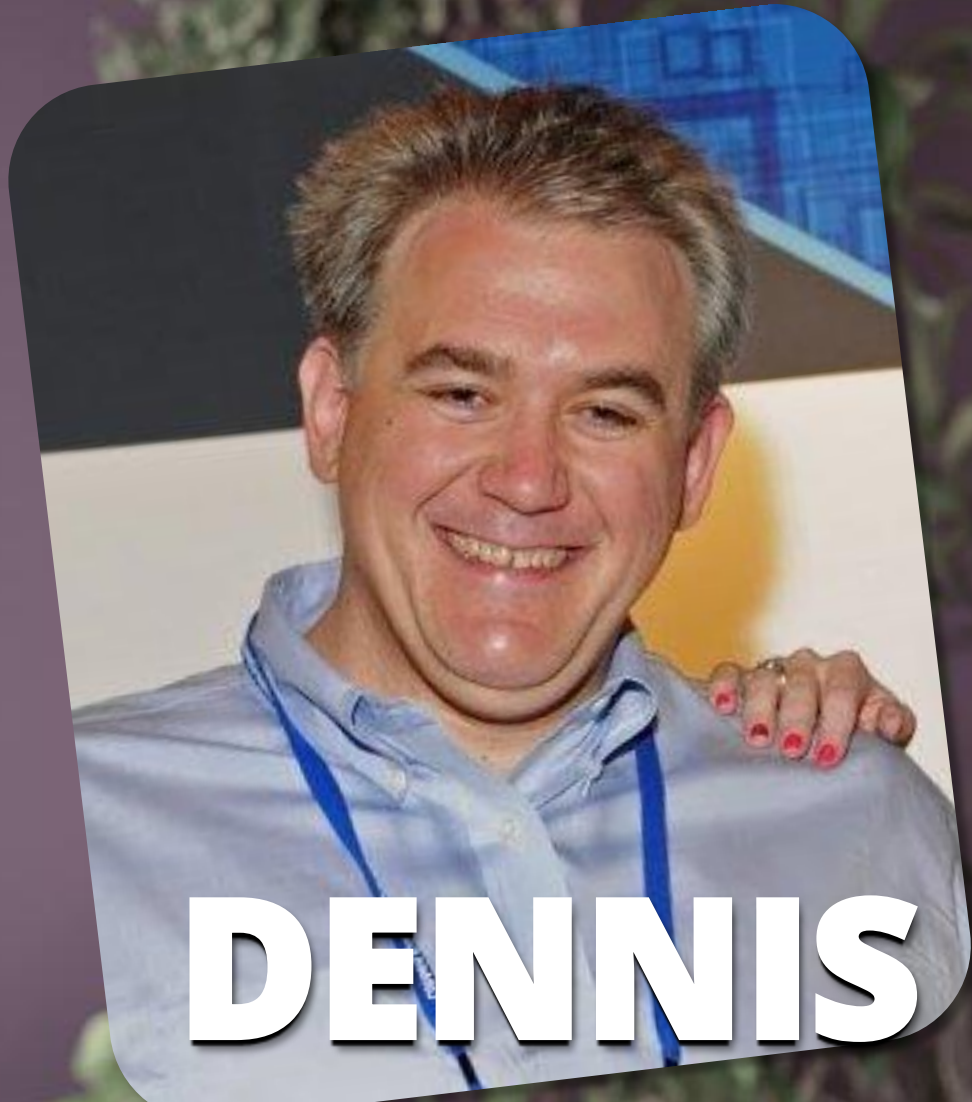




**Good teaching cannot be reduced to technique; good teaching comes from the identity and integrity of the teacher.**

P. J. PALMER





**DENNIS  
FITZGERALD**





# What did I get out of it?

80% attitude/20% aptitude

Attitude of gratitude

Fail forward









**RON SCHELL**





# What did I get out of it?

Do what you want to do.

Have a plan.

Go for it!



**Still going at 84!**

**Should you  
be a mentor?  
Maybe?**





**Do you have  
something to offer?**

**Do you have  
the time?**



**Can you share a significant mentorship experience from your own life?**





A woman in a pink dress stands at the head of a conference table, gesturing as she presents to a group of four people seated around the table. The room is bright, with large windows overlooking a city and indoor plants. A whiteboard and a video camera are visible on the wall behind the presenter.

# The Mentor Course

# A MENTORING RELATIONSHIP HAS FOUR STAGES



**PREPARATION**



**NEGOTIATION**



**ENABLING  
GROWTH**



**CLOSURE**

# A MENTORING RELATIONSHIP HAS FOUR STAGES



## **PREPARATION**

Finding out whether  
mentor and mentee can  
work well together

# A MENTORING RELATIONSHIP HAS FOUR STAGES



## **NEGOTIATION**

Defining the nature, the timeframe, and the process of the relationship and how to work towards the agreed-upon goals

# A MENTORING RELATIONSHIP HAS FOUR STAGES



## **ENABLING GROWTH**

Regular interaction to  
facilitate growth toward  
agreed goals

# A MENTORING RELATIONSHIP HAS FOUR STAGES

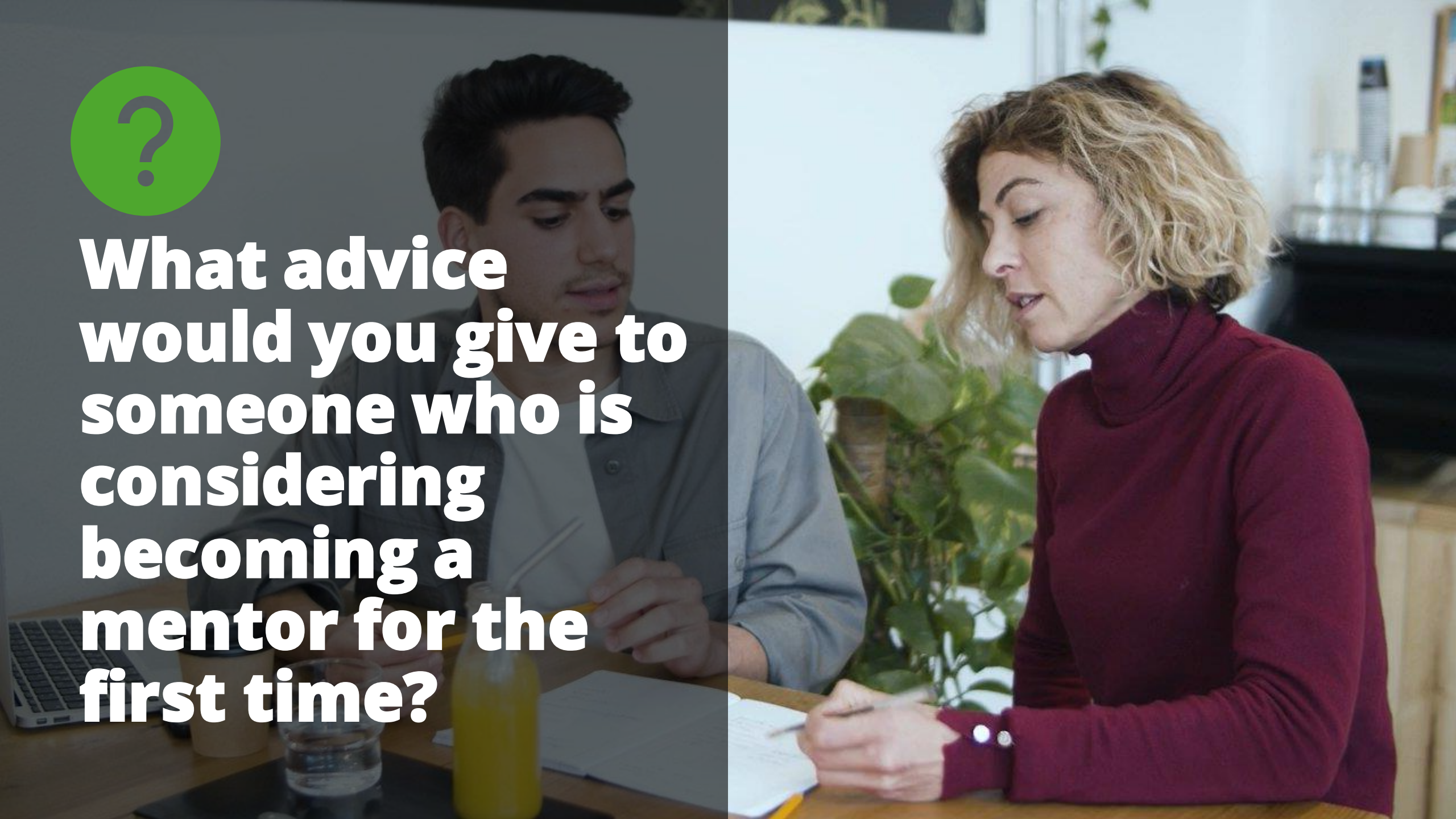


## **CLOSURE**

Evaluating and celebrating  
accomplishments and  
deciding how to move on



**What advice would you give to someone who is considering becoming a mentor for the first time?**



**So how  
does this  
work?**





# **ONE-TO-ONE MENTORING**

**An experienced  
mentor  
intentionally  
invests in helping  
a mentee grow  
professionally.**



A man with a grey beard and hair, wearing a grey sweater, stands in a meeting room. He is holding a large yellow folder and looking at it. In front of him, the backs of several people's heads are visible, indicating they are listening to his presentation. The room has a large window on the left with a grid pattern, and the walls are made of light-colored brick. The lighting is warm and soft.

# **GROUP MENTORING**

**A mentor is assigned to a group of mentees who meet regularly.**

# PEER MENTORING

People who are in similar situations come together to learn from each other. It can take place between two people or in a group setting.



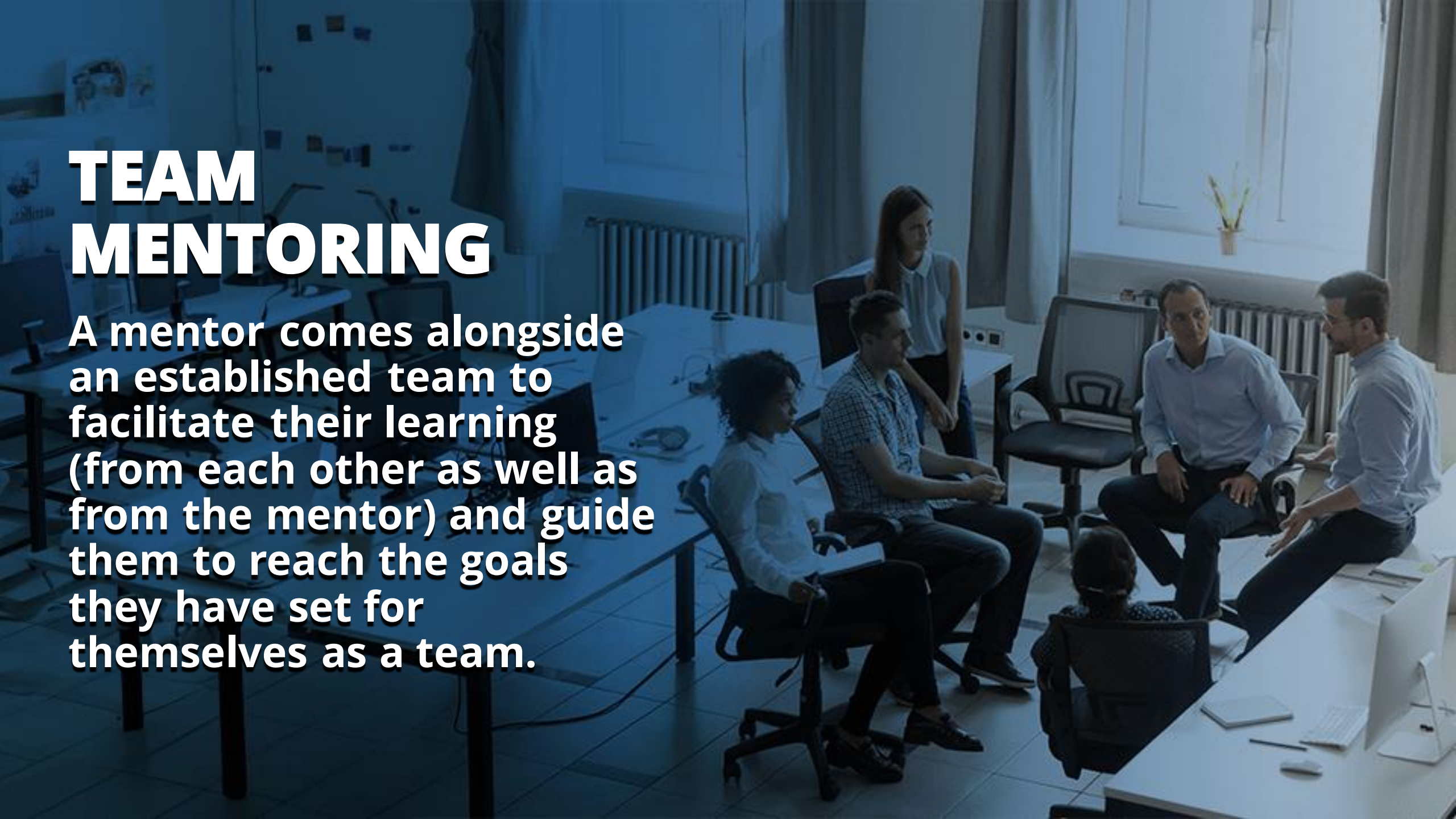


# **MENTORING CONSTELLATION**

**A mentee has several mentors who each focus on passing on specific competencies in their domain of expertise. A primary mentor oversees the mentorship but the mentee benefits from a diverse group of competency mentors. This type of mentoring is also called a composite of mentors.**

# TEAM MENTORING

A mentor comes alongside an established team to facilitate their learning (from each other as well as from the mentor) and guide them to reach the goals they have set for themselves as a team.



# HYBRID

A mixed method using a combination of the above mentioned types of mentoring relationships to accommodate for individual and cultural preferences.





**What strategies do you use to help mentees set and achieve their goals?**





**There are DIFFERENT WAYS  
for mentors and mentees  
to interact and make use of all  
types of mentoring.**





# **INFORMAL MENTORING**

**A natural mentoring relationship that is loosely structured and based on the personal initiative of the mentee and mentor.**



# **FORMAL MENTORING**

**A formal mentoring agreement between a mentor, mentee, and supervisor whereas each are intentional about reaching the goals of the mentorship.**

A person is sitting at a desk in a dimly lit room, using a laptop and a smartphone. The laptop screen displays the ChatGPT interface. The text "A.I. MENTORING" is overlaid in large, bold, white letters. Below it, a definition is provided in white text. The person's hands are visible, one holding the smartphone and the other near the laptop keyboard. The background is dark and out of focus.

# **A.I. MENTORING**

**Leveraging a surrogate that can answer questions and provide objective, informed answers.**

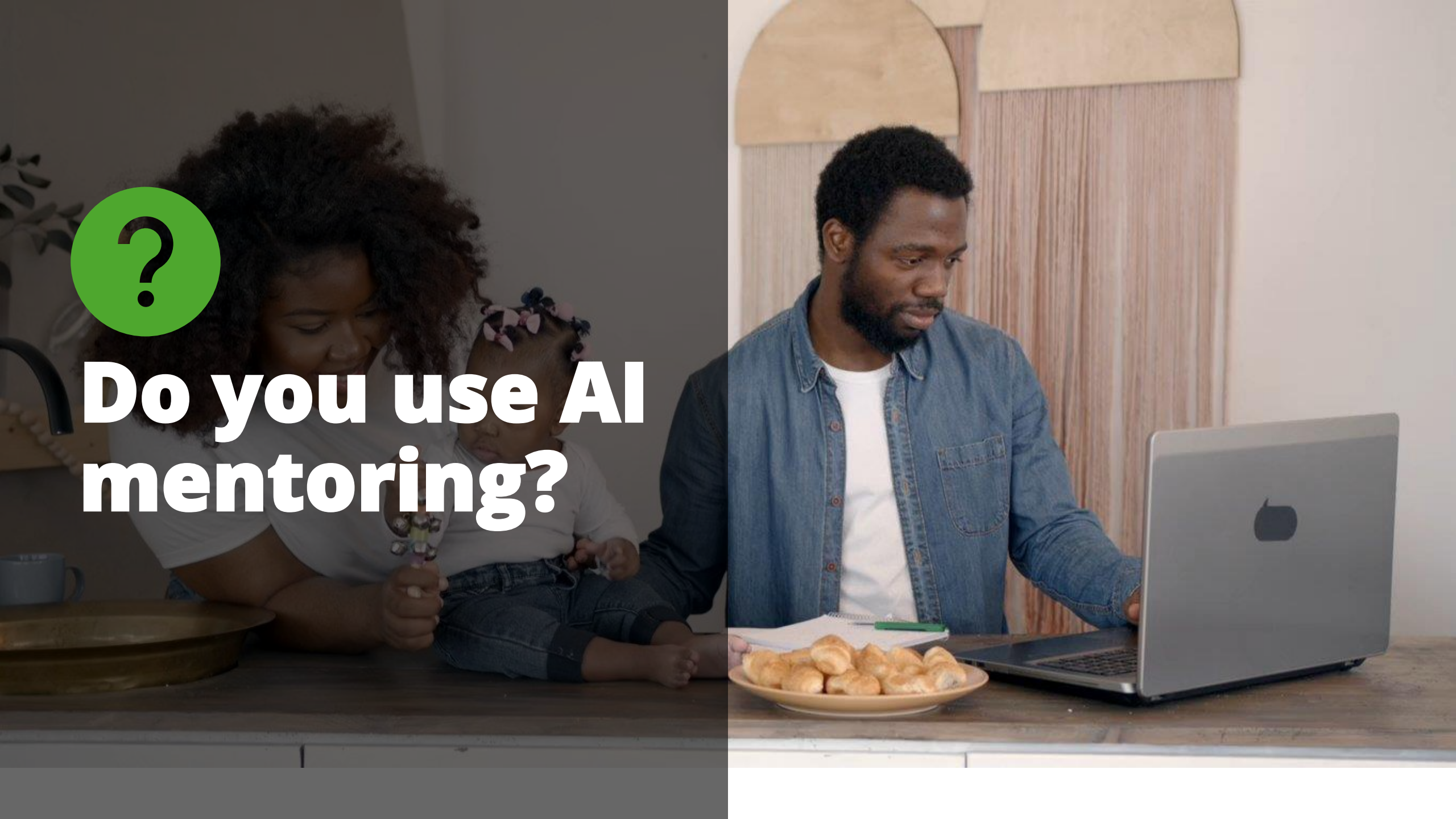
A person is sitting at a desk in a dimly lit room, using a laptop and a smartphone. The laptop screen displays the ChatGPT interface. The person's left hand is holding the smartphone, and their right hand is on the laptop keyboard. The overall scene is dark, with the primary light source being the laptop screen.

# A.I. MENTORING

Wait... What?



**Do you use AI mentoring?**





**MicroMentor**  
*by Mercy Corps*



THE MENTOR METHOD

# Micro Mentoring

Short-term or single session

Requires only a small time commitment from mentors and mentees

Focuses on short-term objectives

Revolves around a specific topic, skill, or project

A long-term relationship

Requires a continued time commitment from mentors and mentees

Focuses on long-term objectives

Revolves around personal growth and developing potential

# Traditional Mentoring



# ***MORE ABOUT THE FOUR STAGES OF A MENTORING RELATIONSHIP***



## **PREPARATION**

- Goal setting
- Join a mentoring program
- Establishing compatibility



## **NEGOTIATION**

- Building rapport and trust
- Working out action-plan for goals
- Getting to know each other



## **ENABLING GROWTH**

- Building skills
- Overcoming barriers to growth
- Developing growth mindset
- Accountability



## **CLOSURE**

- Reflection
- Building confidence to continue growing
- Paying it forward



# ***MORE ABOUT THE FOUR STAGES OF A MENTORING RELATIONSHIP***



## **PREPARATION**

- Have your first meeting
- Assign homework



## **NEGOTIATION**

- Review the Framing the Issue worksheet
- Set goals
- Plan the next meeting and steps



## **ENABLING GROWTH**

- Stay consistent and committed to reaching the agreed-upon goals



## **CLOSURE**

- Celebrate accomplishments
- Look back
- Continue on



**QUESTIONS**



A man with glasses and a goatee, wearing a dark suit jacket over a light-colored shirt, is making a peace sign with his right hand. He is holding a tablet in his left hand. The background is a blurred office setting with a blue and white striped pattern.

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- What are the key qualities you look for in a mentor?
- How do you balance being supportive with challenging your mentee to grow?
- Can you share a significant mentorship experience from your own life?
- What strategies do you employ to help mentees set and achieve their goals?
- How do you handle disagreements or conflicts that may arise between you and your mentee?
- In what ways do you tailor your mentorship approach to the individual needs and goals of each mentee?
- How do you foster a sense of trust and open communication in the mentor-mentee relationship?
- Can you provide an example of a time when you had to provide constructive criticism to a mentee?
- How do you help mentees navigate challenges and setbacks they encounter along their journey?
- What advice would you give to someone who is considering becoming a mentor for the first time?
- How do you stay updated and relevant in your field to better guide your mentees?
- What boundaries do you set in your mentorship relationships to ensure a healthy dynamic?
- Can you share a memorable success story of a mentee you've worked with?
- How do you encourage mentees to take risks and step out of their comfort zones?
- What do you find most rewarding about being a mentor?