



Embodying Excellence in Mentorship

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Why Mentorship?

We encourage organizations and proposal teams to adopt mentorship and buddy programs

- Mentorship is an effective **onboarding/training** tool
- Mentorship comes in **many forms** and is **valuable at every career level**
- Mentorship is a great way to advance **skillsets** and bring in **new skills**
- Mentorship increases **communication** and **team building**
- Mentorship is a great way to **expand** your proposal team
- Mentorship promotes **diversity and inclusion**

Western Chapter – Mentorship Opportunities

Student Mentorship With ICP

- A 6-month program in which students are introduced to APMP and the many career paths that business development can offer.
- The program has resources and milestones, but is intended to respond to each student's individual interests. Participants should be positioned by the spring for internships and other professional development opportunities.
- Mentors and mentees meet individually and, occasionally, as a group.

Professional Mentorship

- Participants define their goals and outcomes.
- Matches are based on region, industry, job function and goals.
- A great forum to cross-pollinate ideas over the course of a yearlong program.
- Many mentors and mentees wind up with valuable relationships that last much longer, sharing experience and swapping stories that strengthen our growth in the wide world of proposals.
- Each partnership meets monthly to discuss goals, best practices, and share industry knowledge.

<https://apmp-western.org/mentorship/>

Activity

We will ask a series of questions, if you agree with the statement please raise your hand.

Based on your answers you will be directed to potentially place a sticker on your badge.

Then...get your business card ready!

Other types of mentorship to consider:

- Peer mentorship
- Team mentorship

One on One Mentorships

Are you looking to give back to the proposal community?

Are you an expert in proposals? Or are you an expert in a specific skill related to proposals?

Do people tend to go to you when they need help/feedback?

Do you have available time to meet with others in a mentorship capacity?

Mentor

Are you wanting to learn more about the proposal industry?

Is there a specific skill you want to learn? Do you want to sharpen your skills?

Do you want help with setting career goals and achieving them?

Mentee

YOU CAN BE BOTH!



IDEAS TO KICK START YOUR NEXT MENTORSHIP!

- Utilize APMP (meet people at WRC!)
- See if your company offers mentorship matching
- Talk with your manager/company leadership
- Make connections via LinkedIn
- Ask your network to make connections
- Volunteer to be a mentor

EMBODY MENTORSHIP



Webinar
NOV 12
12PST

BRAIN

Thought partnership
and
knowledge sharing



EARS

Listening
and
assessing



EYES

Guiding and
vision setting



MOUTH

Feedback and
encouragement



HEART

Empathy
and **advocating**



HANDS

TEACHING and
celebrating

FEET

Direction and
GROUNDING



Mentorships are the foundation to a successful career!



QUESTIONS?

DISCUSSION?

SUGGESTIONS?

CONTACT US!

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Find your Carl or Russell!



From Disney's Movie "Up"