



Embodying Excellence in Mentorship

Kailey Fascitelli (Wulfert), CF APMP
Irene Trujillo, CP APMP

Who Are We?



**Kailey
Fascitelli**
CF APMP



**Irene
Trujillo**
CP APMP

Technical Business Development Specialists

- Partner with leadership to create and implement strategic plans, drive internal investment decisions, and develop customer relationships through marketing/messaging and event coordination.
- Manage winning proposal submissions. With their combined experience, they have submitted **1300+ proposals**. They have been honored with Employee Recognition Awards for efforts in enhancing proposal management at Sandia.

Sandia's Proposal and Capture Management Team emphasizes the importance of creating a pipeline of future proposal professionals through mentoring. Both women, lead through mentorship, and love to share lessons learned and encourage confidence in up-and-coming proposal professionals.

Why Mentorship?

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

- Mentorships are a good **onboarding/training** tool
- Mentorship increases **communication** and **team building**
- Mentorships are a great way to advance **skill sets** and bring in **new skills**
- Mentorships are a great way to **grow** your proposal team
- Mentorships promotes **diversity and inclusion**

Mentorship comes in **many forms** and is **helpful at all career levels**

Agenda

The “**BODY**” of our presentation:



BRAIN



HEART



EARS



HANDS



EYES



FEET



MOUTH



Brain

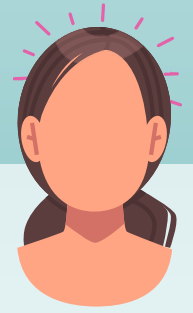


- **Knowledge Sharing**
 - Technical skills (APMP best practices)
 - Professional skills
 - Company / Customer insight
 - * **Helpful Tip!** Not only give the *how*, but the *why*
- **Thought Partner**
 - Teach how to “fish” – problem solving not solution giving
 - Develop approaches together



Mentee Spotlight: Show up prepared, take notes,
don't be afraid to ask questions

Ears



- **Active Listening**
 - Concerns about job complexity
 - Career aspirations
- **Assessing**
 - Do they need help or do they need someone to listen?
 - Do you need to reevaluate your approach?



Mentee Spotlight: Provide the full picture,
communicate clearly/early

Eyes



- **Vision**
 - Everyday guidance
 - Career development and goal setting
- **Advocating (Keeping watch)**
 - Observing mentee strengths and weaknesses
 - Ensuring they are building relationships
 - Finding new opportunities

Mentee Spotlight: Take action on the guidance given, follow through. Have multiple mentors to help with different career goals.

Mouth



- **Communication**
 - Discuss what type of communication works best
 - In person or virtual, weekly/monthly/quarterly, etc.
 - Set expectations for the meetings
- **Provide Feedback**
 - Tailor your feedback to the individual not to use a one size fits all approach
 - Verbal, Written, etc.
 - Hamburger style
 - Consistency / enforce positivity

Mentee Spotlight: Share what is working/not working. Take feedback seriously.

Heart



- **Build a Connection**
 - Understand personal circumstances
 - Acknowledge what is important to them
- **Empathize**
 - Find ways to relate to them through examples and compassion
 - Comfort during hard times and mistakes

Mentee Spotlight: Realize when a mentorship is not working and you want to find a new mentor.

Hands

- **Celebration (Pat on the Back)**
 - Acknowledge contributions often
 - Provide kudos in public / among team
 - Encouragement throughout processes
- **Hands-On Education**
 - Provide job shadowing opportunities
 - Mentor shadows mentee for accuracy and feedback



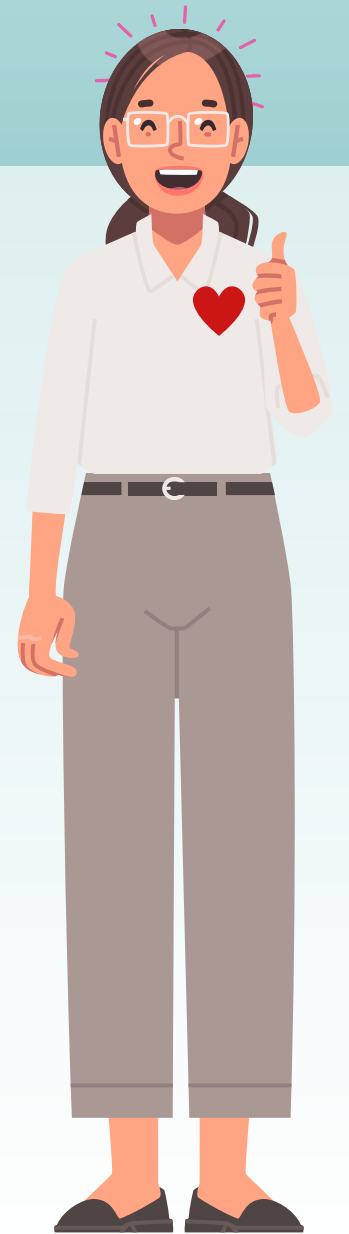
Mentee Spotlight: Have a willingness to learn and continuous curiosity.

Feet

- **Groundedness**
 - Expectation setting
 - Bring realistic expectations
 - Provide a safe space
- **Boots on the ground**
 - Step in to help when needed / help when they are overwhelmed
 - Allow the mentee to “step up” and help when you need assistance – delegate and share ownership

A graphic of a spotlight beam shining from the left onto the text.

Mentee Spotlight: Asking for help early and being honest about the help you need.



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>



EMBODY MENTORSHIP



BRAIN

Thought partnership and knowledge sharing



EARS

Active Listening and assessing



EYES

Advocating and vision setting



MOUTH

Feedback and communication



HEART

Empathy and connecting



HANDS

Education and celebrating

FEET

Boots-on-the-Ground and GROUNDING



Mentorships are the **foundation** to a successful career!





**Questions?
Discussion?**

CONTACT US!

Kailey Fascitelli (Wulfert) | kwulfer@sandia.gov

Irene Trujillo | itrujil@sandia.gov

Find your Carl or Russell!



From Disney's Movie "Up"