



SEA-MW SE3 SEED Mentorship Program

Structural Engineering Education and Development
Mentorship Program Information Package



What to Expect from the Program

Thank You to Our Program Sponsors

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Program Goals

The SEA-MW SE3 SEED Mentorship program is designed to facilitate meaningful interactions between younger engineers with more experienced mid-level engineers and seasoned professionals. The program encourages open and honest dialogue while helping individuals define their career goals, identify challenges, and take ownership of their own growth and development. Simultaneously, this initiative provides mid-level and seasoned professionals with valuable perspectives on effective mentorship of younger colleagues. It allows current and future leaders an opportunity to share practical insights and to improve their leadership proficiency. The main program goal is to enhance career satisfaction and promote long-term retention within the greater metropolitan Washington area industry.

Mentorship Defined

The program establishes a developmental relationship among engineers at varying career stages through a 360-degree mentorship model, fostering development for all participants. Entry-level and mid-level engineers may learn from seasoned professionals while seasoned professionals may learn how to best mentor the new generation of structural engineers. This relationship involves constructive training, coaching, support, and discussions conducted in a professional and collaborative manner across different time and work contexts. Additionally, the program targets to include three workshop events that will create space for the entry-level, mid-level and seasoned engineers to connect within their industry peers and outside of their mentorship group to further develop and maintain strong relationships in the local industry.

Group Format

Groups will generally consist of:

- One "seasoned" professional (15+ years of experience)
- One or two mid-level professional(s) (5-15 years of experience)
- One or two entry-level professional(s) (0-4 years of experience)

Expected Level of Commitment

- The program is a 6-month commitment.
- The program consists of two in-person workshops, one virtual workshop, and a concluding in-person event. Mandatory attendance is expected for the initial three



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workshops, while participation is strongly encouraged for the concluding event. Please refer to the "Workshops and Event Descriptions" section below for tentative dates.

- Groups are encouraged to meet once every month. Each group can establish its own preferences, as to whether they meet virtually or in-person, location, and time.
- The seasoned professional is the "anchor" of the group. The seasoned professional is committed to the group and the success of the program.
- Mentoring is a two-way street. We hope that engineers of all levels of experience will benefit from the group format and that each person can learn from one another.
- Each group has a liaison. This will be our point person to see how the group is going and what the needs are. The group can decide who should function as liaison.
- Each group gets a designated SEA-MW SE3 Committee liaison to interface with your group liaison to check-in on your group progress and needs.
- There will be a nominal program fee of \$35 for all participants.

Professional Expectations and Confidentiality

A cornerstone of our mentorship program is the assurance of confidentiality. All information shared within the mentorship groups must be treated with the utmost discretion. This commitment to confidentiality fosters an environment of open and honest communication, ensuring the program's success. We kindly request that you honor the trust and confidentiality of your group members by refraining from any recruitment activities.

Workshops and Event Descriptions

The Kick-Off Workshop

(Tentatively scheduled for January 24th, 2024, in-person attendance is required)

Introduces entry-level engineers to their potential group members through a presentation by Resolute Consulting, enhancing the program's atmosphere with in-person connections before the mentorship begins.

The Virtual Mentor Training Mini Workshop

(Tentatively scheduled for February 8th, 2024, virtual attendance is required)

Aims to deliver a one-hour training session exclusively for mentors (mid-level and seasoned professionals). With the expertise of Resolute Consulting LLC, the session will focus on imparting best practices, addressing potential challenges for mentors, and facilitating a mini workshop to encourage conversations among mentors.

The Intermediate Workshop

(Tentatively scheduled for March 13th, 2024, in-person attendance is required)

Administers behavioral assessments to participants, offering valuable insights into personality traits, motivators, collaboration, and communication preferences. A representative from Resolute Consulting will elaborate on assessment results, fostering deeper connections among participants.

The Wrap-Up Event

(Tentatively scheduled for June 12th, 2024, in-person attendance is encouraged)

Encourages all groups to present their learning remarks and results, fostering a healthy discussion.