

From PMO Leader to Mentor

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/ Author of “Your Project Mentor”

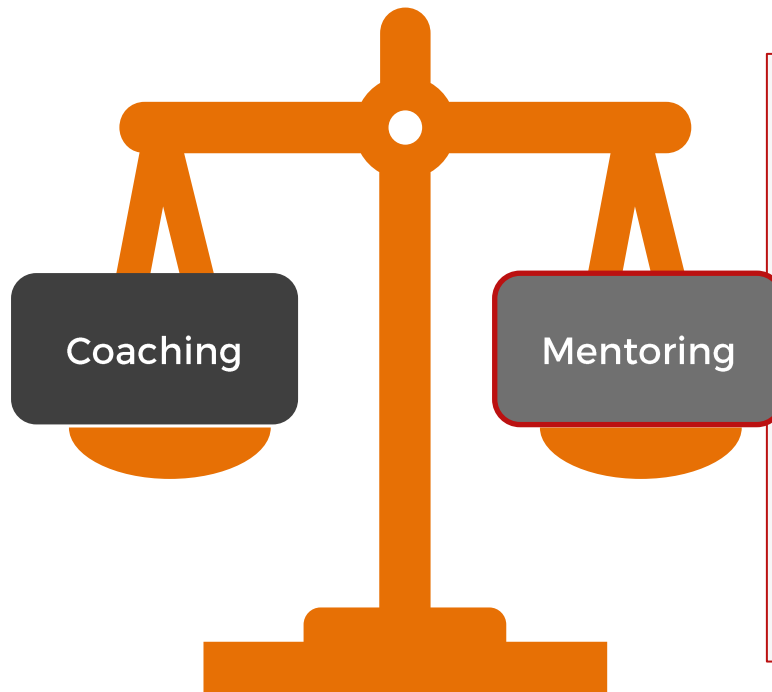




Exploring Mentoring



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Mentor with skillset **seniority** and **wisdom** to share

Mentee interested in **reaching a goal** with Mentor support

Mentee responsible for **own learning**

Mentor responsible for **feeding back**



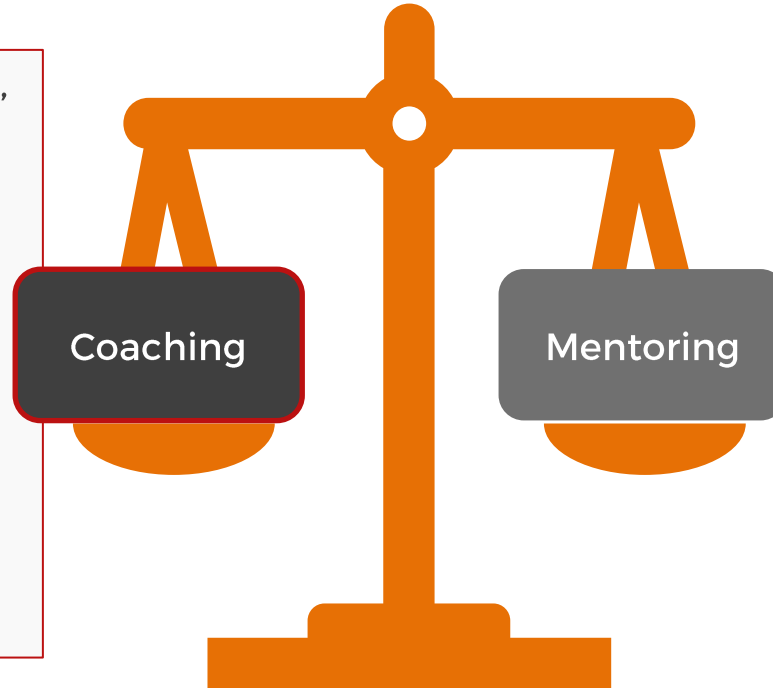
Exploring Mentoring

Coach is **trained** in listening, questioning and facilitating a conversation

Coachee **shown** how, then led to think and act independently

Coachee **active** in their own learning

Coach is accountable
(evaluated for effectiveness)



**Mentoring is about:
'appropriate assistance'**

5 Principles of Mentoring

(The Mentoring Manual - Julie Starr)



5 Principles of Mentoring

Number 1:

The mentoring relationship is one of **equality** with a **natural bias**.

5 Principles of Mentoring

Number 2:

The **responsibility** for learning and progressing is with the **mentee**.

5 Principles of Mentoring

Number 3:

Mentoring is **collaboration** between the Mentor and Mentee in '**everyday life**'.

5 Principles of Mentoring

Number 4:

What the **Mentee takes on as actions or learning**, or what they choose not to do or learn, is **their business**, not the Mentors.



5 Principles of Mentoring

Number 5:

Results of mentoring may, or may **not** be,
able to be known and measured.

5 Principles of Mentoring

1. The mentoring relationship is one of **equality with a natural bias**.
2. The **responsibility** for learning and progressing is with the **mentee**.
3. Mentoring is **collaboration** between the Mentor and Mentee in '**everyday life**'.
4. What the **Mentee takes on as actions or learning** – or what they choose not to do or learn is **their business**, not the Mentors.
5. Results of mentoring may, or may **not** be, able to be known and measured.



Mentoring Skills

Mentoring Skills



Listen



Trust



Focus



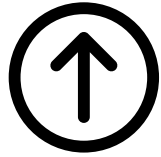
Support



Grow



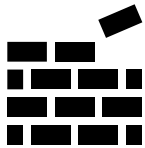
Importance of Mentoring



Employee Engagement



Progress Inclusion



Career planning & Succession



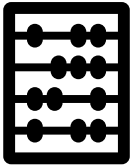
Importance of Mentoring



Since 2022, from Fortune 50, 100, 250 and 500 companies, **all have exceeded the 70%** benchmark for mentoring programme set up.



Ethical relationship building



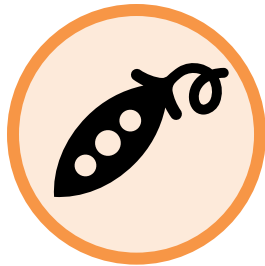
Benefits of delivery outcomes



Why would a PMO want to utilise mentoring?

How could it work?

Next steps for you/your organisation's mentoring journey



Next steps for you/your organisation's mentoring journey

What is your **PMO roadmap** like for the coming 6-12-18 months?

1

What is the **change landscape** in the organisation?

2

What would **year one objectives** and benefits be?

3



To Close....



Mentoring Skills



Listen



Trust



Focus

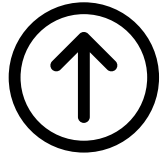


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Grow

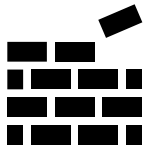
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Questions

