

 *Stephanie Cook (shethey)*

Did.

 *Joel New (hehim)*


The recording has stopped.

 *Erin Black*

Be together if the fates allow hang a shining star upon the highest bow
and heaven yourself a merry little Christmas Happy Self a merry little
Christmas night.

 *Joel New (hehim)*

So.

 *Brian Lottis - Mazzetti (hehimhis)*

Joel, I've got a recording of Bing Crosby singing Malachaliki Maka or
something like that. I'd be happy to loan that to you for your next time.

 *Joel New (hehim)*

Oh, I have that on vinyl. Don't you worry, Jim.

 *Joel New (hehim)*

Thank you.

 *Stephanie Cook (shethey)*


Thank you.

 *Joel New (hehim)*

I mean, I was feeling more light.

 *Joel New (hehim)*

FM today, but I appreciate that, too.

 *Keisha Thomas (SheHerHers)*

Yeah.

 *Joel New (hehim)*

If you didn't know who that was Leslie Odom Jr. Who's like, in.

 *Joel New (hehim)*

Has.

 *Joel New (hehim)*

He has two Christmas albums.

 *Joel New (hehim)*

I think they're just called simply Christmas.

 *Joel New (hehim)*

And that was the first one.

 *Joel New (hehim)*

And it's just so good. The arrangements are so rich, big as.

 *Joel New (hehim)*

A musician, whether you celebrate Christmas in your own ways or whatnot, just like.

 *Joel New (hehim)*

Music is just so good. Let me see how to make sure I'm recording.

 *Stephanie Cook (shethey)*


Am I recording?

 *Joel New (hehim)*

Resume recording.

 *Joel New (hehim)*

All right, this meeting is being recorded.

 *Brian Lottis - Mazzetti (hehimhis)*

There's our friend Fireflies is doing its thing.

 *Joel New (hehim)*

Always.

 *Stephanie Cook (shethey)*

All right.

 *Joel New (hehim)*

And once again, I can't find my script.

 *Joel New (hehim)*

I don't know what monitor my script.

 *Joel New (hehim)*

Is on, so we're just going to wing it. But we have our visual and we got about half. I was expecting about 25 people. More people are coming in, trickling in, but I like to start on time, so if we can. So, hey, everybody.

 *Joel New (hehim)*

Joel, new here, your professional development and.

 *Joel New (hehim)*

Knowledge manager, mentoring program coordinator.

 *Joel New (hehim)*

And this is your mentor orientation. I figured it would be good to.

 *Joel New (hehim)*

Kind of reconnect as we wrap up 2023.

 *Joel New (hehim)*

Jump into 2024. Thank you so much for offering to be mentors. Thought it'd be a nice moment to reconnect and refresh what we aim this to be and what our expectations are.

 *Joel New (hehim)*

And also what we hope that you'll.

 *Joel New (hehim)*

Get out of it, too. So it's not just what we're going.

 *Joel New (hehim)*

To get from you, but hopefully you'll.

 *Joel New (hehim)*

Get something out of it in addition.

 *Joel New (hehim)*

To just some warm fuzzies. So, again, this is your welcome. We're going to talk a little bit.

 *Joel New (hehim)*

More about the why we have this.

 *Joel New (hehim)*

We're having this program and we're really.

 *Joel New (hehim)*

Doubling down on it in 2024. A little bit about who you are. So a little bit about the qualities of the mentors, competencies and that sort of thing.

 *Joel New (hehim)*

What we're expecting from the mentors in the new year, a little bit broadly speaking, but then also a little bit.

 *Joel New (hehim)*

More specific and then how we like me as the program coordinator, HR and.

 *Joel New (hehim)*

Then the champions of the mentor program, how we're going to support you throughout.

 *Joel New (hehim)*

The year and then might seem a.

 *Joel New (hehim)*

Little backwards, but then we're also going to tell you what's in it for you. If you're still not sold on being.

 *Joel New (hehim)*

A mentor, hopefully by the end, by.

 *Joel New (hehim)*

Slide twelve, you'll be sold on it. And then I'm going to provide you.

 *Joel New (hehim)*

With some resources and some thoughts on how to maybe navigate that first session with your mentee.

 *Joel New (hehim)*

Maybe this is your first year mentoring someone in like a formal slash, but we're keeping it loose capacity. So come on in. Welcome.

 *Joel New (hehim)*

All right, so why have a mentoring program?

 *Joel New (hehim)*

Why are we really recommitting to it in the new year? So people want to learn new skills. The transferring of knowledge, that's extremely important. As people retire, as people move on.

 *Joel New (hehim)*

As people move up, as people move over, that knowledge transference doesn't always happen.

 *Joel New (hehim)*

As organically as we might think it could or should. So that knowledge transfer is extremely important, I think, and retaining that expertise in house as much as possible, and not.

 *Joel New (hehim)*

Just from the technical piece, because the mentoring, we're really trying to get into more of the implicit, tacit, interpersonal, soft knowledge as well that was sort of.

 *Joel New (hehim)*

Looking for that internal knowledge, increasing our engagement and satisfaction.

 *Joel New (hehim)*

We're pretty remote these days, so feeling engaged with each other, feeling connected, I think is just going to drive satisfaction, which will just continue to drive retention, I think connecting people who are a.

 *Joel New (hehim)*

Little further in their career versus someone who might just be starting out or someone who is looking to lead versus connecting them with someone who is leading.

 *Joel New (hehim)*

Or things like that, you'll see in the pairings.

 *Joel New (hehim)*

We're promoting diversity, we're promoting inclusion so that we're all helping each other move forward together. No matter where you are in your journey. And just preparing people who want to.

 *Joel New (hehim)*

Be leaders, either in the literal sense.

 *Joel New (hehim)*

Or if someone who wants to lead.

 *Joel New (hehim)*

From an individual contributor role or just someone who wants to make a bigger.

 *Joel New (hehim)*

Difference on their team. And then lastly, just expanding your network.

 *Joel New (hehim)*

Again, we're so remote these days, it's easy to feel disconnected if you're not careful.

 *Joel New (hehim)*

And so I think hopefully mentors and mentees, you might be connected with someone that you've never met before. You don't connect with that much. You might be familiar with them. But then we're also, as mentors, you're going to be connecting.

 *Joel New (hehim)*

So we're going to be checking in.

 *Joel New (hehim)*

With the mentors as a community.

 *Joel New (hehim)*

And so hopefully the two dozen of you will start to get better connected and building this network as well.

 *Joel New (hehim)*

So who are you? So you are reliable people, you're great.

 *Joel New (hehim)*

With time management, and we're going to.

 *Joel New (hehim)*

Help you with those things if you.

 *Joel New (hehim)*

Feel like you're lacking in them.

 *Joel New (hehim)*

You are Mazetti's subject matter experts. You are people who can communicate effectively. You're able to give constructive criticism. You are trustworthy people, you are leaders.

 *Joel New (hehim)*

In some shape or form.

 *Joel New (hehim)*

And I didn't know how to make.

 *Joel New (hehim)*

This into a noun, but you know.

 *Joel New (hehim)*

How to behave ethically. Ethical behavioralist. Add that to your job title, unofficially.

 *Joel New (hehim)*

So these look maybe a little silly on paper or obvious, but these are competencies.

 *Joel New (hehim)*

So these are the building blocks of what makes a good mentor kind of out in the real world. And we'll be pointing to these throughout the year as we develop training for mentors, because that's really what I'm here to do, is to develop the mentors.

 *Joel New (hehim)*

So that you can do whatever you're.

 *Joel New (hehim)*

Going to be doing with the mentors more effectively. So, broadly, what's expected from you? And feel free to interrupt me politely at any time. I'm not checking the chat or the animated hands, so just shout.

 *Joel New (hehim)*

So we expect you to be building.

 *Joel New (hehim)*

Trust and connection with your mentees.

 *Joel New (hehim)*

We hope that you'll be helping them.

 *Joel New (hehim)*

Develop some goals, whether they are on the grid or off the grid, whether they're putting them into pay lossity and you're helping them with those, or if there's something more soft, if there's something.

 *Joel New (hehim)*

More personal, if there's something just like more tangential or they're more.

 *Joel New (hehim)*

Somewhat in.

 *Joel New (hehim)*

Alignment with their professional goals, you will be there to help them develop those.

 *Joel New (hehim)*

And keep them accountable. You're effective communicators.

 *Joel New (hehim)*

So to be doing that with your.

 *Joel New (hehim)*

Mentees and to just be consistent and sensitive. So make sure that these meetings that you have with them, that you hold to those, if they get rescheduled, that.

 *Joel New (hehim)*

You reschedule them, and then you hold.

 *Joel New (hehim)*

Yourself to those and that you're sensitive to people's needs. We're all human, we're all home. Life happens, work happens, we all get it.

 *Joel New (hehim)*

And we expect you to be sensitive.

 *Joel New (hehim)*

To those, the more specific. So this is a twelve month program. This is January to December of next year.

 *Joel New (hehim)*

We expect you to meet with them.

 *Joel New (hehim)*

At least once a month for an hour.

 *Joel New (hehim)*

You can bill this to professional development.

 *Joel New (hehim)*

We all know that code by now, I hope.

 *Joel New (hehim)*

And we expect you to set at.

 *Joel New (hehim)*

Least one of your 2024 goals around mentoring.

 *Joel New (hehim)*

And it can be an OKR.

 *Joel New (hehim)*

Goal in payload, and I've already written it for you. You're welcome. So your objective, should you choose to accept it, and you can certainly riff on this, and I've put this into guru for you. The objective is, broadly speaking, to enhance the professional growth and success of your mentee.

 *Joel New (hehim)*

And it's all very broad.

 *Joel New (hehim)*

And your key results would be to.

 *Joel New (hehim)*

Conduct regular mentorship sessions.

 *Joel New (hehim)*

So that's once a month you're meeting with this person. So there's one of your key results. Another one.

 *Joel New (hehim)*

I got really into animation with this.

 *Joel New (hehim)*

Sorry, another one. When we rolled this out, we introduced five pathways, like balance, career, et cetera.

 *Joel New (hehim)*

And just to kind of help frame these. And some people got really excited about the pathways, Some people got less excited about the pathways.

 *Joel New (hehim)*

We're going to see how successful the pathways are this year or not, whether.

 *Joel New (hehim)*

We need to change them, whether we.

 *Joel New (hehim)*

Do away with them, we're going to find out. This is an experiment. So thank you for experimenting with us, but the goal is to hopefully integrate that into the conversations, into how you're.

 *Joel New (hehim)*

Mentoring your mentee throughout the twelve months. If they want to pivot, if you want to pivot and you're like, you know what, I really think we should.

 *Joel New (hehim)*

Be talking more about this or that. Let it be organic, but we do encourage you to integrate that into your conversations. We're going to be providing some training for the mentors.

 *Joel New (hehim)*

We looked at the competencies. We're also going to be looking at.

 *Joel New (hehim)*

The pathways to inform how we're going to be training the mentors.

 *Joel New (hehim)*

If there are special trainings that we're.

 *Joel New (hehim)*

Going to be offering to leaders or partnering with ergs or things like that. Just off the top of my head, if there are a limited number of seats, mentors will kind of get dibs.

 *Joel New (hehim)*

In some of those situations if seating is limited. So that is kind of a perk.

 *Joel New (hehim)*

Of being a mentor in my eyes.

 *Joel New (hehim)*

So we do expect you to prioritize that participation. For example, active listening.

 *Joel New (hehim)*

So if there's a workshop coming up on active listening and we've identified that as a core competency of being a.

 *Joel New (hehim)*

Really good, effective mentor and we're paying for that training, then we're really strongly.

 *Joel New (hehim)*

Going to encourage the mentors to go to that. So you continue to be the awesome.

 *Joel New (hehim)*

Mentors that we already know that you.

 *Joel New (hehim)*

Are capable of being. We'll talk a little bit about budget a little bit later, but you do.

 *Joel New (hehim)*

Have a budget of, I think it's like \$50.

 *Joel New (hehim)*

Is it a quarter? Yeah, \$50 a quarter per pair.

 *Joel New (hehim)*

And so you'll be managing that.

 *Joel New (hehim)*

We'll talk a little bit more about.

 *Joel New (hehim)*

That in a second. And then the fifth key result would be to, you're going to help us monitor and improve how the relationship is.

 *Joel New (hehim)*

Going between you and your mentee. We're going to be surveying people, doing.

 *Joel New (hehim)*

All that feedback stuff, so you're not alone in that.

 *Joel New (hehim)*

But that's kind of broadly the OKR that I came up with for the program.

 *Joel New (hehim)*

And again, this is in Guru. You can kind of plug and play this right into paylocity for 2024.

 *Joel New (hehim)*

You already have a goal for 2024.

 *Joel New (hehim)*

You're welcome.

 *Joel New (hehim)*

Any thoughts, questions? Easy breezy.

 *Joel New (hehim)*

You're doing great, Joel. I like it.

 *Joel New (hehim)*

Thanks, Eric. You're the best.

 *Joel New (hehim)*

All right, so we talked a lot about what mentors are, but there's a.

 *Joel New (hehim)*

Lot of things that mentors are not. Mentors are not. You're not their supervisor, you're not evaluating.

 *Joel New (hehim)*

Them, you're not keeping them from something else, you're not giving them tasks, you're.

 *Joel New (hehim)*

Not their boss and you're not their therapist.

 *Joel New (hehim)*

So we just want to be careful that we're setting that expectation for you so that I don't think anyone on this call is going to get power.

 *Joel New (hehim)*

Hungry or mad with power or anything.

 *Joel New (hehim)*

Like that, but just kind of wanted.

 *Joel New (hehim)*

To set that precedent.

 *Joel New (hehim)*

And we'll let them know that as.

 *Joel New (hehim)*

Well, that's not the expectation.

 *Joel New (hehim)*

They have supervisors. They have someone who's kind of like.

 *Joel New (hehim)*

Helping them with their nine to five. You're just there to help elevate and give them space and all that good stuff, unless you also are their supervisor, which that should not have happened.

 *Joel New (hehim)*

If that happened, let me know.

 *Stephanie Cook (shethey)*

All right.

 *Joel New (hehim)*

So how we can support you and.

 *Joel New (hehim)*

The we in that is like myself, the rest of the HR team, the.

 *Joel New (hehim)*

Mentor champions, which I'll introduce to you in a second. And like the rest of the mentor, like the mentoring community, lots of different ways.

 *Joel New (hehim)*

So we're going to be doing a lot of training and support, or at.

 *Joel New (hehim)*

Least that is my goal. That is one of my OKRs. So based on the competencies and expectations.

 *Joel New (hehim)*

Around being an effective mentor, we're planning on delivering some mentor training around communication.

 *Joel New (hehim)*

Skills, coaching, providing mentoring, best practices. A lot of them are already available.

 *Joel New (hehim)*

To you in Guru goal setting, which will be delivering some training in January company wide, and then also some training around diversity and inclusion that is specific.

 *Joel New (hehim)*

That will also have like a mentoring slant. So more details on that to follow.

 *Joel New (hehim)*

Obviously, if you are, and I think I saw Stephanie Cookin, if you are.

 *Joel New (hehim)*

Already in the DEI space.

 *Joel New (hehim)*

I would love to partner with you on that type of training. If you're a goal setting guru, I'd love to talk to you. I'm not creating all this in a vacuum. We're going to be collaborating on this stuff, but you're not just going to.

 *Joel New (hehim)*

Be left out in the cold to mentor people and to figure it out. So that's why we're giving you pathways.

 *Joel New (hehim)*

To kind of help frame it if.

 *Joel New (hehim)*

You need the framing.

 *Joel New (hehim)*

That's why we're going to provide training and kind of like help push you closer to the front of the line if there is a line. But yeah, I'm very excited to be able to provide more support to the.

 *Joel New (hehim)*

Mentors tech stack, one of my favorite phrases as my team knows.

 *Joel New (hehim)*

So we have a lot of tools for the mentoring program.

 *Joel New (hehim)*

You can look up how to use.

 *Joel New (hehim)*

These tools in Guru specifically, but of course we've got teams and Zoom.

 *Joel New (hehim)*

You can use either of those or use them interchangeably. Zoom does have a new AI companion.

 *Joel New (hehim)*

Tool which I have activated for this meeting.

 *Joel New (hehim)*

It should send everybody like a meeting summary of this meeting at the end of the meeting. I'm very curious about that.

 *Joel New (hehim)*

I've also been using Fireflies, which I'm.

 *Joel New (hehim)*

Told is not a corporate tool as of yet. So I'm very curious about the Zoom AI companion.

 *Joel New (hehim)*

If anyone is already an expert on.

 *Joel New (hehim)*

The Zoom AI companion, please reach out to me.

 *Joel New (hehim)*

I would love to build some micro.

 *Joel New (hehim)*

Training around that.

 *Joel New (hehim)*

Know obviously that's where you're going to go to set your professional goals, which hopefully will be working.

 *Joel New (hehim)*

In tandem with your mentoring experience.

 *Joel New (hehim)*

But the really cool thing that Alexa and I worked on together is we've added a new paylocity journal template in.

 *Joel New (hehim)*

There for you and your mentee called.

 *Joel New (hehim)*

The Sorry, my robot's talking to me.

 *Joel New (hehim)*

Of course.

 *Joel New (hehim)*

It's called the Mentor Mentee check in Journal, which I'll share with you probably.

 *Joel New (hehim)*

Later in the week or early next.

 *Joel New (hehim)*

Week, which can help you and your mentee align on what you want to.

 *Joel New (hehim)*

Be talking about.

 *Joel New (hehim)*

Every month, what are your action items and just kind of help you kind of stay focused and keep yourselves accountable. Obviously, Microsoft Office, all of the tools.

 *Joel New (hehim)*

Within office are at your disposal.

 *Joel New (hehim)*

We have very specific information and guru.

 *Joel New (hehim)*

That talks about how to use Office 365 from a mentoring standpoint.

 *Joel New (hehim)*

Jotform, I'm going to be using that.

 *Joel New (hehim)*

It's a surveying tool. We'll be using that periodically to help.

 *Joel New (hehim)*

Measure satisfaction, engagement, things of that nature. If you think of anything that you want to use Jotform for. For surveying, please come to me. Happy to lend it out.

 *Joel New (hehim)*

And then, of course, Guru, there's a ton in there.

 *Joel New (hehim)*

I built a very robust mentoring guidebook for you all. I'm adding to it pretty much every day right now.

 *Joel New (hehim)*

So that is your mentoring tech stack as it stands.

 *Joel New (hehim)*

Any questions on these tools?

 *Joel New (hehim)*

All of them should look pretty familiar.

 *Joel New (hehim)*

Remind me again, what's that one? The black one? The lower left hand corner? I don't think we've ever been told about that. That's new, right?

 *Stephanie Cook (shethey)*

What's that system?

 *Joel New (hehim)*

Oh, my God.

 *Joel New (hehim)*

I'm just messing with you.

 *Joel New (hehim)*

I'm going to smack you.

 *Joel New (hehim)*

Google Icon.

 *Stephanie Cook (shethey)*

Does.

 *Joel New (hehim)*

Sorry for the interruption. Continue on.

 *Joel New (hehim)*

Thank you, Eric. No, you're fine. I was like, oh, maybe he's never seen the logo. All right, thanks, Eric. All right, budget and resources. So, as I said earlier, every mentoring pair has \$50 a quarter that can.

 *Joel New (hehim)*

Be spent on educational materials, networking events that you want to go to either.

 *Joel New (hehim)*

Virtually or maybe even person, if you're.

 *Joel New (hehim)*

Both local or different.

 *Joel New (hehim)*

Mentoring activities, I'll be throwing in different, very specific resources and ideas into Guru.

 *Joel New (hehim)*

Of course, if you have ideas and.

 *Joel New (hehim)*

You want to share those, please share those out.

 *Joel New (hehim)*

I'd love to not be the only one thinking of different ways for you.

 *Joel New (hehim)*

To spend this money, but that's \$200 a year.

 *Joel New (hehim)*

If there's a tool that you want.

 *Joel New (hehim)*

To use, I don't know if there's like a mentoring project management tool that.

 *Joel New (hehim)*

You want to use.

 *Joel New (hehim)*

If there's a journaling tool you want to use.

 *Joel New (hehim)*

I mean, there's a lot that's already kind of paid for, so you probably.

 *Joel New (hehim)*

Wouldn'T need a tool like that unless.

 *Joel New (hehim)*

There'S something that's really special to you.

 *Joel New (hehim)*

But \$50 a quarter, not too shabby.

 *Joel New (hehim)*

Again, I'll be throwing in some specific ideas into guru, but please spend it.

 *Joel New (hehim)*

Otherwise, we'll probably lose it in 2025. Honestly, even if it's just like \$5 Starbucks gift cards every month when you meet, that adds up pretty quickly.

 *Joel New (hehim)*

Or 25 and 25. I mean, so like, that's like a really nice.

 *Joel New (hehim)*

That's like a Venti peppermint mocha and like a sandwich. Not that I would know. Anyway, meet your champions. So we've got the Minties, the mentors.

 *Joel New (hehim)*

And then we've got your champions.

 *Joel New (hehim)*

So these are the people who are.

 *Joel New (hehim)*

Going to help me manage the mentoring.

 *Joel New (hehim)*

Program throughout the year.

 *Joel New (hehim)*

So I'll be meeting with them probably.

 *Joel New (hehim)*

I think I'm meeting with them once a month or once a quarter or.

 *Joel New (hehim)*

Something like that, where I'll be checking with them, asking them, hey, how are the mentors doing?

 *Joel New (hehim)*

How are they feeling about things? How is their experience? Because I care about the mentees, but.

 *Joel New (hehim)*

I also really care about you, and I want to make sure that your.

 *Joel New (hehim)*

Experience as a mentor is going awesomely.

 *Joel New (hehim)*

But they're also going to be checking.

 *Joel New (hehim)*

In with you about how the mentees.

 *Joel New (hehim)*

Are kind of, hopefully you kind of understand the domino effect. But Cassidy, Chris, Eric, Jess, John and Tracy are my champions, so they're going to be helping drive the boat a little bit, and I'm really excited to have them on board to help keep us in line.

 *Joel New (hehim)*

So you'll probably be hearing from them.

 *Joel New (hehim)*

More often than you'll be hearing from me. They'll be checking in with you, with surveys and things like that.

 *Joel New (hehim)*

So what's in it for you if.

 *Joel New (hehim)*

Like the training and all that kind of stuff? If you're still not feeling activated, here's some other things. So obviously this is going to enhance your skills.

 *Joel New (hehim)*

You're going to be growing professionally this year. You're going to be developing your leadership and ethical behavior. You're going to be expanding your professional network. Chances are you don't know all of.

 *Joel New (hehim)*

The mentors on this call.

 *Joel New (hehim)*

You may not know your mentee, or you may not know them as well.

 *Joel New (hehim)*

Or you may not know the champions. Of course, personal satisfaction and fulfillment kind of seems like a given, or at.

 *Joel New (hehim)*

Least I hope it is. You're going to enhance your communication and coaching skills, for sure. I led with that slide with the different competencies around time management and ethical.

 *Joel New (hehim)*

Behavioralists and things like that, but we're.

 *Joel New (hehim)*

Going to build on those. Hopefully, you'll feel stronger about all those things.

 *Joel New (hehim)*

I feel like you'll understand DNI on.

 *Joel New (hehim)*

A deeper level by the end of the twelve months, I feel like you'll be more competent in the culture of Mazetti.

 *Joel New (hehim)*

And lastly, I think you'll probably be more proficient in the technology that we.

 *Joel New (hehim)*

Offer here at looking. You'll be using Zoom in a different way, you'll be using paylocity in a.

 *Joel New (hehim)*

Different way with the journal entry, you'll be using.

 *Joel New (hehim)*

The Zoom AI companion.

 *Joel New (hehim)*

You'll be probably using Guru in a slightly different way.

 *Joel New (hehim)*

So just suffice it to say, I.

 *Joel New (hehim)*

Think you'll be more proficient, you'll be more competent, you'll be more developed and.

 *Joel New (hehim)*

More enhanced by the end of this experience.

 *Joel New (hehim)*

And again, I'm not checking the chat.

 *Joel New (hehim)*

So if it's really important, please just talk. So your first mentoring session. I would love for this to happen before the end of the year. Just a quick 30 minutes meeting and.

 *Joel New (hehim)*

This is kind of the breakdown of what I think it could look like.

 *Joel New (hehim)*

Just like a quick welcome intro. Talk a little bit. Talk mostly about what pathway they chose.

 *Joel New (hehim)*

If they really wanted to focus on.

 *Joel New (hehim)*

Career, if they wanted to focus on balance, really get to know the why behind there. But then also on the flip side.

 *Joel New (hehim)*

Talk to them about why that was.

 *Joel New (hehim)*

Also a pathway that spoke to you.

 *Joel New (hehim)*

That you feel that you are a subject matter expert in, or maybe you're.

 *Joel New (hehim)*

Only an expert in a sliver of.

 *Joel New (hehim)*

It or.

 *Joel New (hehim)*

They're probably going to be mentoring you in some kind of reverse way as well. I'm going to be sending out probably.

 *Joel New (hehim)*

An email about the payload journal template.

 *Joel New (hehim)*

That the two of you can be collaborating once a month where you.

 *Joel New (hehim)*

Can add action items and talking points.

 *Joel New (hehim)*

And all that good stuff. So it'd be great if then you.

 *Joel New (hehim)*

Could then be doing the orienting of that to them. So I don't have to do that.

 *Joel New (hehim)*

Part and then just start to align.

 *Joel New (hehim)*

On goals and expectations and not just like pay lossity goals.

 *Joel New (hehim)*

That's fine. We're going to talk about that a lot in January, I promise.

 *Joel New (hehim)*

But just like goals and expectations for this relationship that you're going to be.

 *Joel New (hehim)*

Building over the next twelve months.

 *Joel New (hehim)*

And I talk a lot about this in Guru, you guessed it.

 *Joel New (hehim)*

And I think also just spend the last couple of minutes scheduling that recurring monthly meeting. I think just get it on the calendar, make it the same day, same.

 *Joel New (hehim)*

Time, once a month and just set.

 *Joel New (hehim)*

It and forget it. That's my motto.

 *Joel New (hehim)*

And just like wrap up, confirm next.

 *Joel New (hehim)*

Steps, any action items that you've already.

 *Joel New (hehim)*

Created, perhaps around goals, who knows?

 *Joel New (hehim)*

Any questions about the first meeting or expectations around it.

 *Joel New (hehim)*

Joel, I appreciate the proposed agenda. I think that's helpful. And I also like that it provides some consistency across the mentors with their meetings with mentees, especially for the initial conversations. So thank you.

 *Joel New (hehim)*

Thank you. And just in case you need a.

 *Joel New (hehim)*

Refresher on the pathways again, this is all in Guru and you can see who your mentees are and what pathway kind of led them to you.

 *Joel New (hehim)*

You can pivot at any time or.

 *Joel New (hehim)*

You can just be like, hey, don't tell Joel, but we're going to throw.

 *Joel New (hehim)*

The pathways out, it's fine. But at least this is kind of getting you on the same page on.

 *Joel New (hehim)*

Day one and kind of go take.

 *Joel New (hehim)*

Your journey from there.

 *Joel New (hehim)*

But these were the five that we set out with at the beginning balance.

 *Joel New (hehim)*

Career journey, network and skills, and you.

 *Joel New (hehim)*

Can learn much more about those in specifics on Guru.

 *Joel New (hehim)*

Any questions or any answers?

 *Joel New (hehim)*

Apologies if I missed it earlier, not necessarily in this meeting, but earlier. Have you shared the pairings between mentors and mentees yet? Has that been finalized?

 *Joel New (hehim)*

That has been finalized and shared on Guru.

 *Joel New (hehim)*

I sent an email out with the link, but I can send.

 *Joel New (hehim)*

Well, I'll send a recap email because about half of the mentors couldn't make this meeting. So I'll send the recap, I'll send the recording.

 *Joel New (hehim)*

I'll send a link to that directory. Again.

 *Stephanie Cook (shethey)*

Thank you.

 *Joel New (hehim)*

This is maybe slightly off topic, but where's the best place to find information on other people in the company? So the mentee that got assigned to me, I was not familiar with him, and I tried to find something about him in Guru and it just kind of said he's a contributor. So I was able to find him on LinkedIn and find out that he's an electrical designer in Colorado, but I had to use LinkedIn to figure that out. And I'm mechanical, so it'll be a learning thing for me. That'll be fun to work with an electrical designer. But is there a good place to find information on other employees within Mazetti before it was on Mint? I know, so I'm just curious where to look.

 *Joel New (hehim)*

That's a good question. Is Lisa still on the call or does she jump?

 *Joel New (hehim)*

Looks like she jumped off.

 *Joel New (hehim)*

Alexa, do you want to speak to the new chart?

 *Stephanie Cook (shethey)*

Yep.

 *Joel New (hehim)*

We are working on a new chart with Ping board that will have all that information, job title, discipline, practice, location and all that good. And email, and we're hoping to have that be live, I'm going to guess sometime next week. We're just kind of figuring out the kinks in it. I think you can also find information on paylocity in the community section. You should be able to have access just kind of the general first and last name, their job title and email address in there. But once we get that ping board all settled, it'll probably be helpful for something like this to have. So we will keep you updated.

 *Joel New (hehim)*

Okay, thanks.

 *Joel New (hehim)*

Thank you, Alexa.

 *Joel New (hehim)*

Any other questions? Now that I'm sharing my screen, I can actually look at people's faces.

 *Joel New (hehim)*

So nice to see your faces. We're feeling good.

 *Joel New (hehim)*

I think it's also fine, Solomon, to go into some of this blind and just learn everything through your interactions.

 *Joel New (hehim)*

Yeah, that's where it was kind of an off topic question because I'm going to learn a lot about my mentee moving forward.

 *Joel New (hehim)*

Right.

 *Joel New (hehim)*

But it was just that initial, where is this person? I'm interested, too, to see how well it'll work rEmotely. I've never been a mentor a lot myself. I've been the mentee, and it's always been a close, personal relationship with someone in the same office as me. So I'm intrigued to see how well this works remotely.

 *Stephanie Cook (shethey)*

Solomon, if you want to chat, I've been mentoring Jacqueline in Denver and Adam in Seattle for over a year now. So if you'd like to chat, I'm happy to.

 *Stephanie Cook (shethey)*

Okay, great.

 *Joel New (hehim)*

Thank you.

 *Joel New (hehim)*

That is a good comment because, really, a lot of success in mentoring is building that relationship so the mentee knows that you really are invested in them and their development and growth, and that can be more difficult remotely.

 *Joel New (hehim)*

And, Aaron, any of those insights that.

 *Joel New (hehim)*

You feel like we could share in.

 *Joel New (hehim)*

A guru card or anything like that would be terrific.

 *Stephanie Cook (shethey)*

I will start thinking of things. Adam is one of my mentors, so I will or may the mentee being.

 *Stephanie Cook (shethey)*

Mentee, I think in this case, just fantastic.

 *Joel New (hehim)*


That's all I have to say about it.

 *Stephanie Cook (shethey)*

Yeah, I do have some awesome mentees. Greg and I have also been meeting.

 *Stephanie Cook (shethey)*


For over a year, and it's worked great.

 *Keisha Thomas (SheHerHers)*


Awesome as well, who's been my mentor, and I've been growing a.

 *Joel New (hehim)*

So KeisHa must have felt me kicking her underneath the table there to say something. Thank you, Keisha. Much appreciated. And I look forward to continuing to mentor red mentoring to you. I think we're paired up, but I got to check because I'm a little behind on that.

 *Keisha Thomas (SheHerHers)*


We're paired up.

 *Brian Lottis - Mazzetti (hehimhis)*

I just played around on paylocity. There's a pretty cool interactive.org chart, and if you click on somebody's name, you can come up with who they work for and what their title is and everything there gives a little bit of information.

 *Stephanie Cook (shethey)*

Nice. Yeah.

 *Keisha Thomas (SheHerHers)*


Lauren is also my mentor on the lighting side, which has been wonderful. I've been growing in that area, too, so it's kind of cool that I get to be able to mentor and then get mentored as well, which is nice. I was going to ask. I'm sorry.

 *Stephanie Cook (shethey)*


Go ahead.

 *Joel New (hehim)*

I said, I promise we'll meet more this year.

 *Keisha Thomas (SheHerHers)*

I understand your circumstances. Kind of like, you have a lot going on. Have a quick question about checking in. So when we started off the mentoring initiative back, I guess a year plus ago, before you came on board, Joe, I can't remember if it was two years ago, but it kind of fell off. Right. That's because people just get busy and how do we make sure that our upper level. I don't know how to say how do we encourage? I would like to see more encouragement. I guess it's not really a question. It's more like a directive or comment or whatever.

 *Keisha Thomas (SheHerHers)*

I'm going to say that we need to encourage more of this fostering of these relationships so we can build within because I feel as if sometimes people feel too busy or they got stuff going on and it just starts to fall off over time.

 *Joel New (hehim)*

There's no quick fix that's going to fix that.

 *Joel New (hehim)*

But some things that I think about are just like having the recurring meeting on your calendar.

 *Joel New (hehim)*

I think making it a professional goal that you set in paylocity for yourself, I think tying it to that would.

 *Joel New (hehim)*

Be really beneficial and hopefully hold you accountable. I think being able to talk about it in company meetings and including it in our stats, I think being able.

 *Stephanie Cook (shethey)*

To.

 *Joel New (hehim)*

Say, look, here's the money we've spent.

 *Joel New (hehim)*


Here's what we've done.

 *Joel New (hehim)*

Here's how the mentors have collaborated with the ErGs. Here's how the mentoring program is now.

 *Joel New (hehim)*

Part of this larger career path performance management strategy that we're working on connecting it. So it's not just like this loan thing that's kind of happening. I'm hoping that making it part of this bigger picture is going to help. But, yeah, it requires someone regularly ring the gong, which is me.

 *Keisha Thomas (SheHerHers)*


Okay. Yeah. My concern is, I think as a.

 *Joel New (hehim)*

Mentor, I hear your concern. I shared as well.

 *Stephanie Cook (shethey)*

Yeah.

 *Keisha Thomas (SheHerHers)*

As a mentor I think I could be there. I just hope my mentees or mentee, whoever would, that's the concern I have. I can't make somebody.

 *Joel New (hehim)*


No.

 *Joel New (hehim)*

Yeah.

 *Joel New (hehim)*

I have mentors.

 *Keisha Thomas (SheHerHers)*

I would like to strongly get them to continue. If they say they're interested, I would think they would want to, but it's hard to get them to sometimes.

 *Stephanie Cook (shethey)*

Yeah.

 *Joel New (hehim)*

We are asking for a proper commitment to this program and so if someone seems like they're dropping out or constantly canceling meetings or there's, for lack of a better word, an attendance issue we need to talk about, I think we should bring that up and we can also loop in that person's supervisor and see if they really want to be a part of the mentoring program or not. Let's have this conversation.

 *Joel New (hehim)*

Thank you, Eric.

 *Joel New (hehim)*

That's why we're going to do regular feedback surveys and things like that.

 *Joel New (hehim)*

And one of that will include attendance. Is the mentee showing up? Is the mentor showing up?

 *Joel New (hehim)*

My hope is that mentors schedule the kickoff meeting, but then I want the.

 *Joel New (hehim)*

Recurring meeting to be in the mentee's hand. I want to empower the mentees to.

 *Joel New (hehim)*

Do that, because I've mentored at the college level, and when the mentee showed.

 *Joel New (hehim)*

Up with no questions, for me.

 *Stephanie Cook (shethey)*

This.

 *Joel New (hehim)*

Is not a good use of my time.

 *Joel New (hehim)*

I hear about time and utilization and billable hours and all that kind of stuff.

 *Joel New (hehim)*

I hear about that a lot here.

 *Joel New (hehim)*

As I'm sure we all do. And so if it's not a good use of time. But, yeah, I think putting the onus.

 *Joel New (hehim)*

On the mentee, but, yeah, hopefully the feedback, and hopefully we don't have to get supervisors involved, but I hear and share your concerns. Anything else?

 *Joel New (hehim)*

Well done, Joel. Thank you for putting together such a good presentation. Appreciate that, Eric.

 *Joel New (hehim)*

My pleasure. All right, my friends, well, if that's it, then I'm going to give you five minutes back.

 *Joel New (hehim)*

Have a lovely rest of your day, and if I don't see you, have.

 *Joel New (hehim)*

A great, safe weekend.

 *Joel New (hehim)*

Happy Hanukkah. I believe that started today, and I will chat with you all soon.

 *Joel New (hehim)*


Sounds good. Thanks, Joel.

 *Stephanie Cook (shethey)*

It's great.

 *Joel New (hehim)*

Thank you.

 *Joel New (hehim)*

The recording has stopped.