



# Mentor Orientation

JOEL NEW (he/him)

Professional Development & Knowledge Manager /  
Mentoring Program Coordinator



# Agenda

- Welcome and Why
- Who You Are
- What's Expected from You
- How We Can Support You
- What's In It For You
- Your First Mentoring Session



Come on in.

Global >



# Purposes & Goals (The Why)





# Who You Are



Reliable



Effective Time Managers



Subject Matter Experts



Effective Communicators



Constructive Critics



Trustworthy



Leaders



Ethical Behavioralists



# What's Expected from You (Broad)



Building Trust and Connection



Developing Goals



Communicating Effectively



Consistency and Sensitivity



# What's Expected from You (Specific)

- Duration: 12 months
- Meeting Frequency: at least monthly
- Billed to: Professional Development (P23-999795)
  - 12 hours annually
- Set at least 1 OKR (goal) in Paylocity related to mentoring

# Mentor OKR



Objective: Enhance the professional growth and success of my mentee(s)



KR1: conduct regular mentorship sessions



KR2: integrate pathways into mentoring



KR3: prioritize participation in mentor training



KR4: budget management for mentoring resources



KR5: monitor and improve mentoring satisfaction and engagement





# Mentors Are Not...

- Supervisors
- Evaluators
- Gatekeepers
- Taskmasters
- Authority figures
- Therapists

# How We Can Support You

HR, Champions, Mentors

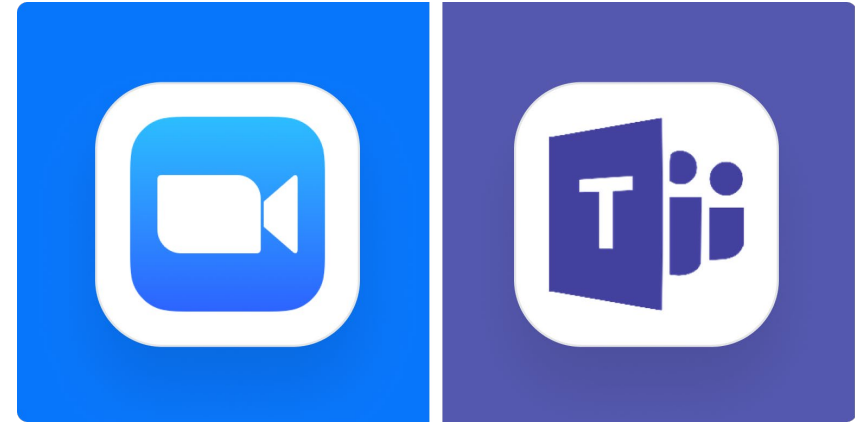


# and Support





# Mentoring Tech Stack



# Budget and Resources

- \$50 per pair per quarter
  - Educational materials
  - Networking events
  - Mentoring activities





# Meet Your Champions

Cassidy Thompson

Chris Hanzel

Eric Sweet

Jess Hamann

John Dombrowski

Tracy Matteson



# What's In It For You

Professional  
Growth and Skill  
Enhancement

Leadership and  
Ethical Behavior  
Development

Expanded  
Professional  
Network

Personal  
Satisfaction and  
Fulfillment

Enhance  
Communication  
and Coaching Skills

Understanding of  
Diversity and  
Inclusion

Culture  
Competency

Technological  
Proficiency

# Your First Mentoring Session



# Proposed Agenda (30 min)

- Welcome and Introduction
- Understanding the Mentee's Pathway Choice
- Introduction to Paylocity Journal Template
- Aligning on Goals and Expectations
- Scheduling Recurring Monthly Meetings
- Conclusion and Next Steps

# Mentoring Pathways

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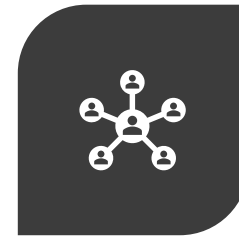
BALANCE



CAREER



JOURNEY



NETWORK



SKILLS



# Q&A



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