

CTOTF MENTORING PROGRAM

GENERAL DESCRIPTION:

Mentoring provides an opportunity for individuals to develop professionally and personally through an interactive relationship based on trust. While the development of the individual seeking mentoring serves as the impetus for the relationship, most mentors also find challenge and reward from these relationships as mentoring discussions tend to pull them out of their normal or daily work requirements.

To best ensure both the level of trust and open conversation necessary to a successful mentoring relationship, the participants (mentor and mentee) should have some level of commonality (working in same industry), but also a healthy degree of separation (working in different departments or for different companies).

The broad range of user experience within the CTOTF and the general nature of our shared industry but disparate companies make the CTOTF an excellent forum to provide mentoring opportunities for any members seeking professional and personal development incremental to that offered by their companies.

BACKGROUND:

At the request of some members, CTOTF piloted a CTOTF mentoring program with four senior members acting as mentors. Generally, these mentors interfaced with one mentored member (mentee) through the one-year pilot as follows:

- Kickoff at the Fall 2021 Conference
- Periodic check-ins on a frequency driven by the mentee between Fall 2021 and Spring 2022 (primarily virtual meetings)
- Live check-in at the Spring 2022 Conference
- Periodic check-ins on a frequency driven by the mentee between Spring 2022 and Fall 2022 (primarily virtual meetings)
- Pilot conclusion at the Fall 2022 Conference

The pilot program participants found the mentoring relationships' value was driven primarily by the mentee's goals and what they intended to gain from the program. CTOTF leadership decided to maintain a flexible program moving forward driven by the number of members who desire mentoring, and the goals of those mentees.

MOVING FORWARD:

CTOTF leadership will provide both leadership and technical mentoring to active members as requested. If interested, please reach out to any member of the CTOTF Executive Board or the Chair of the Leadership Roundtable. Generally, the interested member will be linked up with a member of CTOTF Leadership in an informal relationship lasting roughly one year.