



Audience
Table Talk (Office/Departments)



DEI level
Advanced



Time Allocation
30 minutes

Learning Objectives

The attributes of successful mentorship, coaching and training efforts.

Definitions

Mentor: A mentor acts as a career coach and role model.

Mentee: A mentee is responsible for understanding the nature of the mentor/mentee relationship, that the mentors are volunteering their time and manage their expectations accordingly.

Coach: A coach gives you the tools you need in order to increase your margins, lead your team, establish a direction, customize your building company.

Source Citation

Mentor Program- Construction Management Association of America www.cmaanet.org;
Construction Business Coaching - Association of Professional Builders

■ Content

■ Mentor/Mentee Relationship

A mentor is required to challenge your business practices and provide on the spot feedback when needed. Below are the ingredients to consider for a successful relationship model:

1. Have an open and candid relationship with their mentee.
2. Provide mentee with the resources and tools in order to enhance their business practices.
3. The mentor should act as a supportive advisor to help plan and grow your business and thrive in the construction industry.

A mentee should come prepared to discuss what they need from their mentor to successfully grow their business and navigate through challenges that their company is facing.

1. Mentees should not expect a mentor to always have an answer to every question.
2. Mentees are responsible for coming fully prepared to each meeting with their mentor.
3. Mentor/Mentee sessions are not required to have a face-to-face interaction.

■ Coach's Responsibilities:

1. Will help you to develop a short term and longterm road map for your business.
2. Define your business plan.
3. Provide real world business experience.
4. Introduces you to new business opportunities that will generate future revenue.

■ Training Involves:

1. A set curriculum that addresses pain points and educational opportunities for small business owners.
2. Identifying company leaders or executives to lead and facilitate specific training curriculum. i.e. prequalification, estimating/bidding, safety, technology, etc.
3. Provision of external resources for capacity building, i.e. SCORE, SBA, and any small business friendly bank.
4. Solicitation of feedback from the small business attendees to improve training.

Discussion Questions

- 1 Do you have a formal program to train small businesses? Why, why not?
- 2 Is your business currently involved in a mentor/mentee effort? Why, why not?
- 3 What is the difference between mentoring and coaching? Provide examples.

