



Mentorship Program

SMPS Connecticut
2025/2026

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SMPS CT Mentorship Program



One of the foundations of SMPS Connecticut is our open, fair, and reciprocal environment where ideas and knowledge are shared by members in order to enhance the AEC industry through a collaborative environment. We keep our Mentorship Program focused on AEC marketers' personal growth, professional development, and enhancement of confidence levels. We encourage an environment where the skills taught and the desire to learn are valuable no matter where you are in your career. Mentorship meetings should build one-on-one relationships where information is exchanged and experiences are shared.

Benefits of Mentorship Program

Benefits for Protege:

- Improved AEC skills
- Increased confidence
- Personalized advice and guidance
- Networking and growth
- Exposure to new perspectives

Benefits for Mentor:

- Leadership skills
- Personal fulfillment
- Enhanced reputation
- Networking and growth
- Exposure to new perspectives

Roles & Commitment

The program will consist of a combination of one-on-one meetings as well as group cohort meetings. The expectation is that participants attend all cohort meetings, which will be held virtually, and meet one-on-one at least four times during the program. Anticipated time commitment is approximately two hours per month. A successful mentorship program requires mutual respect, clear goals, and active participation from both sides.

Mentor Expectations:

The mentor will:

- Provide guidance and support based on their experience and expertise.
- Assist protege in setting realistic and achievable goals, and
- Help protege stay on track with their goals.
- Provide constructive feedback, and celebrate successes.

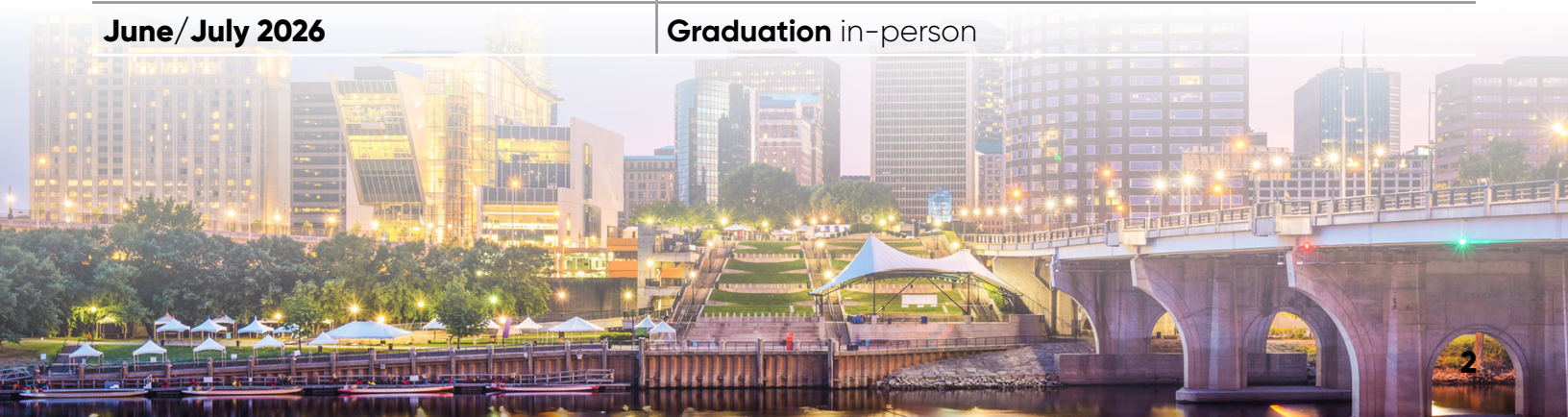
Protege Expectations:

The protege will:

- Actively engage in mentorship program.
- Take responsibility for development by working with mentor to set goals.
- Be open to receiving feedback and constructive advice.
- Make an effort to apply what they've learned and to complete goals.

Program Calendar

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|-----------------------------------|---|
| Summer 2025 | Mentorship Program Informational Session virtual |
| September 2025 | Program Kick-Off and Meet-and-Greet in-person |
| October 2025 | Mentor-Protege individual meet-ups |
| November 2025 | Cohort virtual |
| December 2025/January 2026 | Mentor-Protege individual meet-ups |
| February 2026 | Cohort virtual |
| March 2026 | Mentor-Protege individual meet-ups |
| April 2026 | Cohort virtual |
| May 2026 | Mentor-Protege individual meet-ups |
| June/July 2026 | Graduation in-person |



Meeting Agendas

Suggested agendas for Mentors and Proteges

Every mentorship pair is unique – we encourage our mentors and protégés to tweak these suggestions in a way that works for their needs and schedules.

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| October 2025 | Objective: Goal Setting Topics to discuss: <ol style="list-style-type: none">1. Get to know each other! Share your backgrounds and current roles, discuss strengths and areas for growth.2. Protege to discuss goals for the program.3. Mentor to work with protege to develop 2-3 SMART goals.4. Define actionable steps for protege to achieve SMART goals and how mentor can assist. |
| December 2025/ January 2026 | Objective: Check-in and Progress Review Topics to discuss: <ol style="list-style-type: none">1. Debrief on cohort discussion.2. Protege to review SMART goals and discuss progress, successes, and challenges.3. Mentor to provide feedback and identify one topic related to SMART goals to focus on. |
| March 2026 | Objective: Check-in and Progress Review Topics to discuss: <ol style="list-style-type: none">1. Debrief on cohort discussion.2. Protege to review SMART goals and discuss progress, successes, and challenges.3. Mentor to provide feedback and identify one topic related to SMART goals to focus on. |
| May 2026 | Objective: Review and Next Steps Topics to discuss: <ol style="list-style-type: none">1. Reflect on progress – celebrate successes and identify steps to progress any uncompleted SMART goals.2. Mentor to provide feedback on protege's growth and achievements.3. Create action plan for continued growth post-mentorship program. |



SMART goals are goals that are Specific, Measurable, Achievable, Relevant, and Timely.

Application

Mentors

Email application to: mentorship@smpsct.org
or submit online at smpsct.org/mentorship

Name: _____
Job Title: _____
Company: _____
Email: _____
SMPS Membership Number: _____
Years of Experience: _____

1. This is a one-year obligation (September – July). Can you commit to spending a minimum of one hour every month with your protegee?

2. What would you consider as your top three strengths?

- 1.
- 2.
- 3.

3. Please rank the six domains of practice according to your expertise in each (with 1 being expert and 6 being beginner).

_____ Research
_____ Planning
_____ Client and Business Development
_____ Proposals
_____ Promotional Activity
_____ Management
_____ Other

4. Please provide your preferred method of meeting with your protégé.

_____ In-Person
_____ Virtual

5. If in-person, please let us know where you are willing to travel.

Hartford County | Fairfield County | Litchfield County | Middlesex County | New Haven County |
New London County | Tolland County | Windham County

Application

Protege

Email application to: mentorship@smpsct.org
or submit online at smpsct.org/mentorship

Name: _____
Job Title: _____
Company: _____
Email: _____
SMPS Membership Number: _____
Years of Experience: _____

1. This is a one-year obligation (September – July). Can you commit to spending a minimum of one hour every month with your mentor?

2. Tell us about yourself! What is your involvement with SMPS? What are your current job responsibilities? What are your career goals/aspirations?

3. What are the top three goals you would like to achieve through the mentorship program?

- 1.
- 2.
- 3.

4. What domains of practice would you like to learn more about from your mentor?

_____ Research
_____ Planning
_____ Client and Business Development
_____ Proposals
_____ Promotional Activity
_____ Management
_____ Other

5. Please provide your preferred method of meeting with your mentor.

_____ In-Person
_____ Virtual

6. If in-person, please let us know where you are willing to travel.

Hartford County | Fairfield County | Litchfield County | Middlesex County | New Haven County |
New London County | Tolland County | Windham County

