

**IGNITING TRANSFORMATIVE GROWTH:**  
**LESSONS FROM**  
**A THRIVING MENTORSHIP PROGRAM**  
**& AN INSPIRATIONAL PODCAST**

**MAHESH DESHPANDE**

**VP MENTORSHIP, PMI SF BAY AREA CHAPTER**

**MAY 18, 2024**

**PMI REGION 1 AND 7 LEADERSHIP MEETING**

**ALBUQUERQUE, NEW MEXICO**

**#1. DO YOU KNOW  
ANY SUCCESSFUL  
PROGRAM MANAGERS OR  
EXECUTIVE LEADERS  
WHO HAVE ATTRIBUTED THEIR  
CAREER GROWTH AND  
ACHIEVEMENTS TO MENTORS  
THEY FOUND IN THEIR CAREER?**



**#2. HAVE YOU EVER  
FOUND YOURSELF AT  
CROSSROADS in your  
PROFESSIONAL career,  
wishing  
you had someone to turn to  
for guidance and support, beyond  
your immediate work environment?**



**#3. AS MEMBERS OF THE PMI COMMUNITY, WE HAVE ACCESS TO AN *incredible pool of knowledge, experience, and expertise.***

***have you tapped into our community's expertise for A Formal mentorship?***



Employees who  
received mentoring  
were promoted

**FIVE**

times more often  
than people who didn't  
have mentors\*

**76%**

*of executives  
surveyed stated  
that they think  
mentors are  
important\*\**

**37%**

*of the same  
people stated  
that they have  
access to one or  
more mentors\*\**

\*<https://www.forbes.com/sites/lisaquast/2011/10/31/how-becoming-a-mentor-can-boost-your-career/?sh=594ab9e95f57>

\*\* <https://www.forbes.com/sites/christinecomaford/2019/07/03/new-study-76-of-people-think-mentors-are-important-but-only-37-have-one/?sh=21b261c14329>

# Google's Project Oxygen

*Do Managers Matter?*

## Conclusion:

*Managers not only matter a lot,  
but the best ones display a consistent set of eight traits.*

*Can you guess what was the numero uno on the list?*

# #1. Good Managers are Good Mentors

*Despite knowing the benefits of how mentors can help one grow and achieve more,*

- how many professionals really have one or more mentors?*
- what are truly the options for those who want to tap into the minds of experienced professionals?*
- where can one find mentorship opportunity?*

**#PMISFBACMENTORSHIP**

About Me

# Mahesh Deshpande



Senior Principal Consultant @ Genpact



VP - Mentorship @ PMI SFBAC



Podcaster @ Mentorship Masterminds

Passionate About:

*Data Storytelling, Design Thinking  
Strategic Planning and Mentorship*





About Me

# Mahesh Deshpande



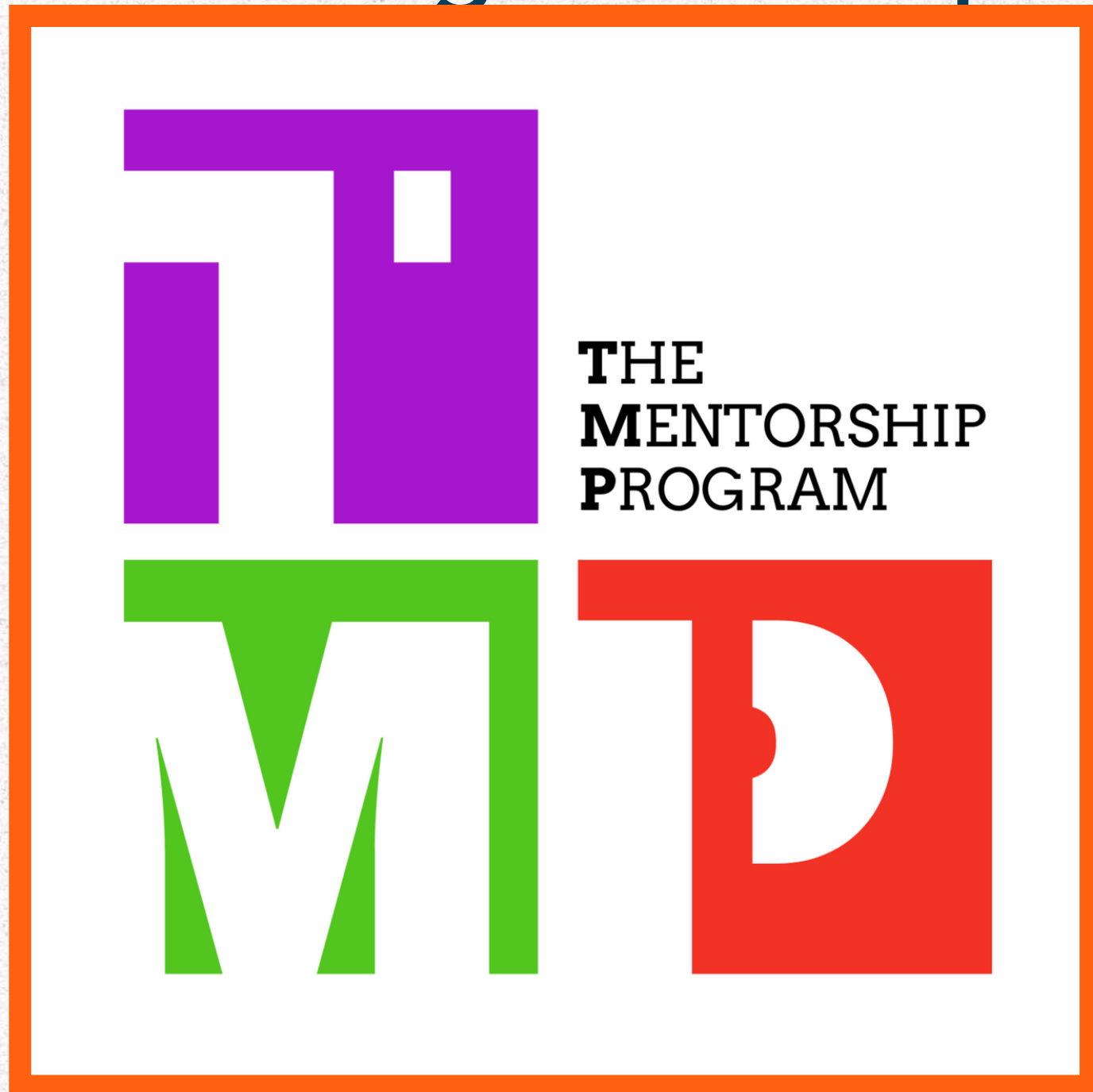
Brand New Dad :-)

to

“MANASYA”



Igniting Transformative Growth:  
*Lessons from*  
A Thriving Mentorship Program & an Inspirational Podcast



&



# Three Key Learnings:

1

Building a Successful  
and Scalable  
Mentorship Program  
for a Chapter

2

Creating Engaging  
Multimedia Content  
and Building a  
Learning Community

3

Fostering  
Transformative  
Leadership  
Development and  
Inspiring Positive  
Change

# THE PMI SFBAC MENTORSHIP PROGRAM

1

WHY

YOU SHOULD  
KNOW ABOUT  
THE PMI SFBAC  
MENTORSHIP  
PROGRAM

2

HOW

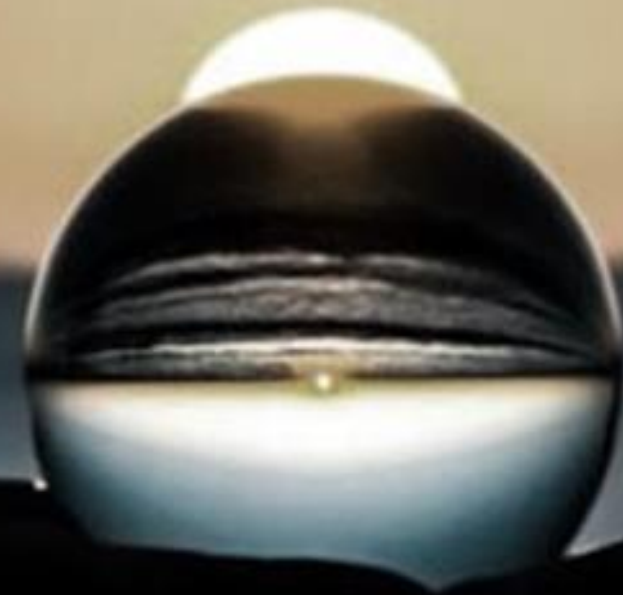
DID WE MAKE IT  
INTO A THRIVING  
MENTORSHIP  
PROGRAM?

3

WHAT

DID WE LEARN  
IN THE PROCESS?

# *THE PMI SFBAC MENTORSHIP PROGRAM*



**THE PLATFORM THAT SUPPORTS OVER 200 PROJECT  
MANAGEMENT PROFESSIONALS ANNUALLY WHO  
SEEK MENTORSHIP IN THE  
PROGRAM MANAGEMENT SPACE**



# THE PMI SFBAC MENTORSHIP PROGRAM

## FORMAT

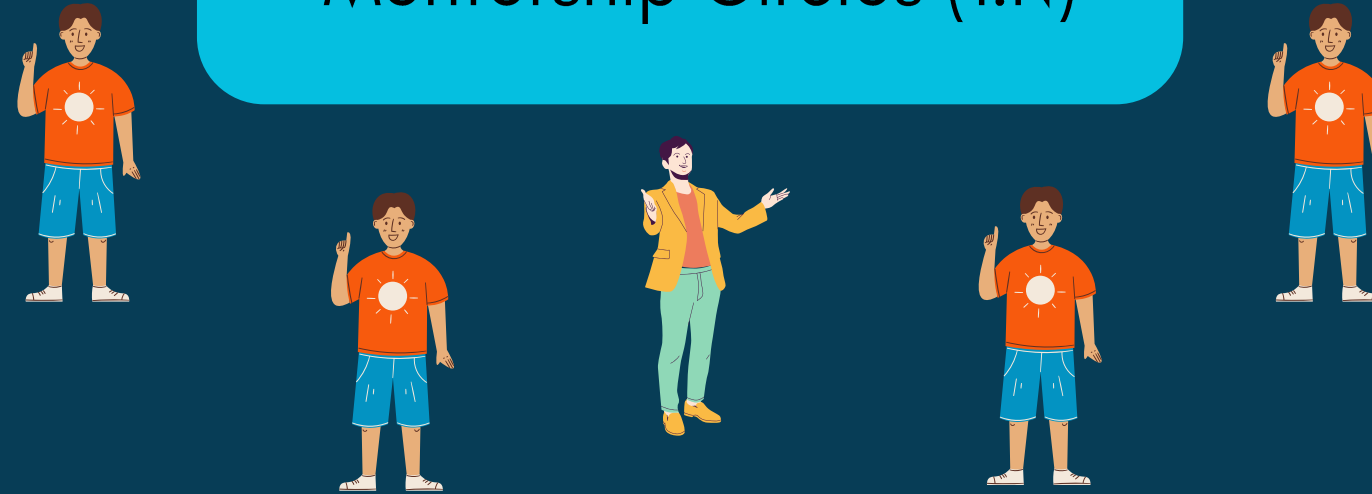
10 weeks of mentorship engagement offered for mentees aspiring to grow their PM & Leadership skills by pairing them with seasoned mentors

### 1:1 Mentorship



*Focused on those who are looking to seek niche skills from an experienced mentor and prefer to discuss in 1:1 setting*

### Mentorship Circles (1:N)



#### A. Career Building / Transitioning

*Focussed on those who are new to PM and aspire to acquire Project Management skills ex. Engineers, Comms Specialists, Business Analysts, Construction Engineers etc.*

#### B. Leadership Skills Development

*Focussed on those who are already Project Managers, Scrum Leads, Engineering Managers, People Managers who aspire to move into Leadership Roles*

#### C. Technical Program Mgmt.

*Focussed on those who are in the Tech industry as IT PMs, Scrum Leads, Engineering Managers and aspire to move into Tech Leadership Roles*

## EXPERIENTIAL LEARNING

----- Case Study Presentations -----  
 ----- Resume Reviews + Mock Interviews + LinkedIn Profile Reviews -----

# PMI SFBAC MENTORSHIP JOURNEY



**2024**

## TPM TRACK INTRODUCED

- 10 weeks Programs
- Cohort 1 -90 Participants
- Mentorship Masterminds Podcast beyond Mentors

**2023**

## PODCAST LAUNCHED

- 10 weeks Programs
- Mentorship Masterminds Podcast with Mentors
- 190 Participants

**2022**

## EXPERENTIAL LEARNING STARTED

- 1:1 and 1:N
- **Case Studies**
- 9 Weeks Programs
- 180 Participants

**2021**

## MENTORSHIP CIRCLES INITIATED

- 1:N Mentorships
- 2 Distinct Tracks
- 8 - 10 Weeks Cohorts
- 146 Participants

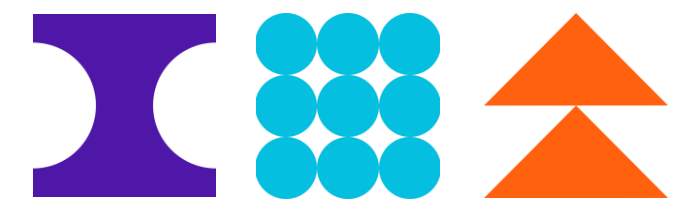
**2018**

## TMP LAUNCHED

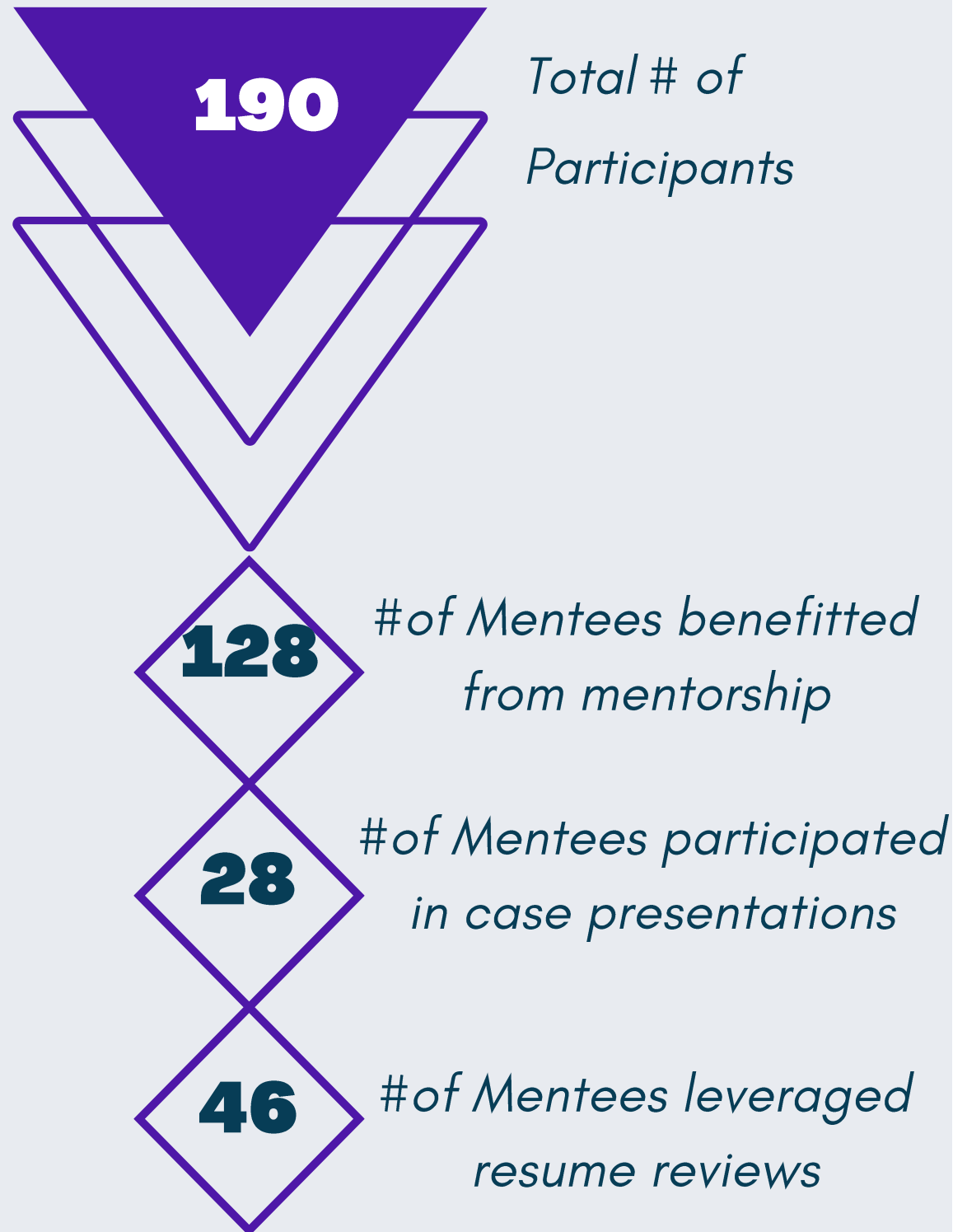
- 1:1 Mentorships
- 6 Months Programs
- 40 Participants



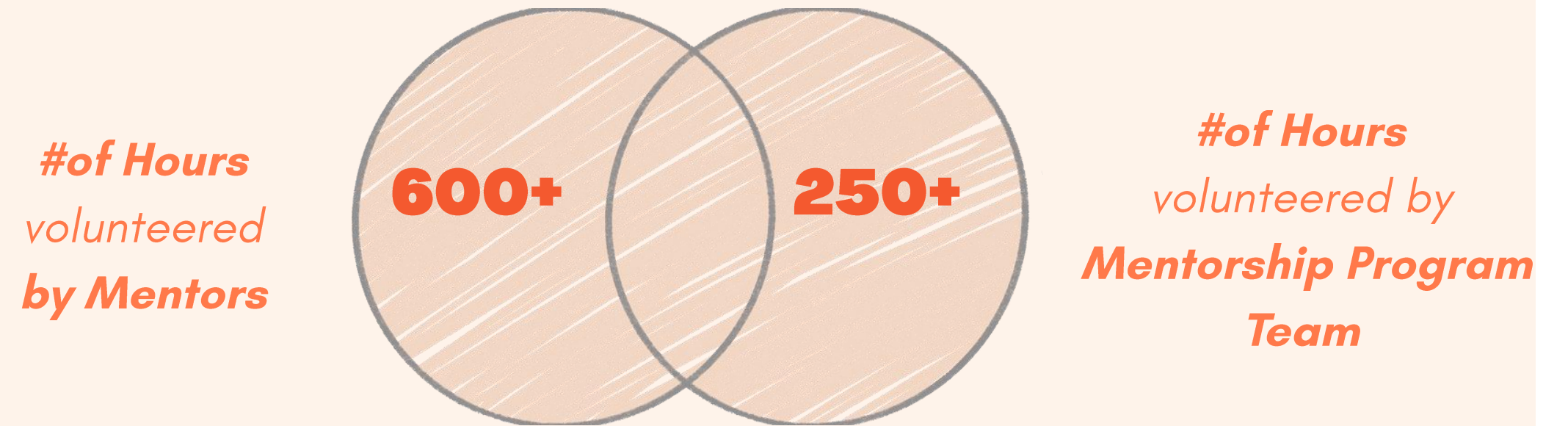
# PMI SFBAC MENTORSHIP PROGRAM - METRICS 2023 - IN A NUTSHELL



## PARTICIPATION



## ENGAGEMENT



**25%**

**% of our Mentors volunteer across multiple cohorts**

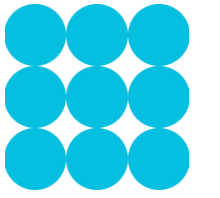
## IMPACT

**4.6 / 5**

**Impact of Mentorship Program in meeting needs of mentees career growth**



# PMI-SFBAC MENTORSHIP PROGRAM - 2024



**96**

*Total # of Participants  
Registered for Cohort 1*

	<u>Mentees</u>	<u>Mentors</u>	<u>Total</u>
<b>1:1 Mentorship</b>	<b>14</b>	<b>14</b>	<b>28</b>
Career Building	24	6	30
Career Building	12	3	15
Career Transitioning	12	3	15
<b>Leadership Skills Dev</b>	<b>18</b>	<b>5</b>	<b>23</b>
Executive Presence Mgmt.	4	1	5
Leadership Skills Dev	14	4	18
<b>TPM</b>	<b>12</b>	<b>3</b>	<b>15</b>
Technical Product Mgmt.	4	1	5
Technical Project Mgmt.	8	2	10
<b>Total</b>	<b>68</b>	<b>28</b>	<b>96</b>

# MENTORSHIP PROGRAM TESTIMONIALS BY PROGRAM PARTICIPANTS

“ Participating in the mentoring program not only allowed me to continue to grow professionally but also **provided me with insights and confidence** to feel that I can give back and become a mentor as well ”

“ I'm not exaggerating when I say that participation in this cohort **changed my life**. I've been working towards pivoting careers, but was feeling lost, beat down and overwhelmed. In the course of a couple months, **I've gone from hopeless to hopeful**. I've continued to gain confidence, and am so excited to take the next step in my career. I am incredibly grateful for my mentor's support. Thank you for the opportunity to participate in this mentorship program! ”

“ The PMI-SF mentorship program has helped me **navigate and transition into a new role** with confidence. My mentor helped me take personal responsibility and realize that I am in the driver's seat of my career ”

**TESTIMONIALS  
BY COHORT MENTEES**

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My mentor helped me to become a lot better at work. I was promoted and my mentor and the PMI definitely helped that.



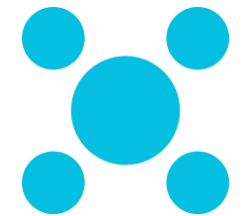
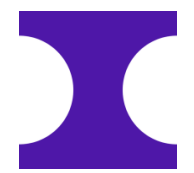
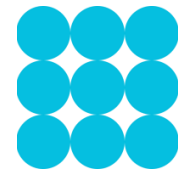
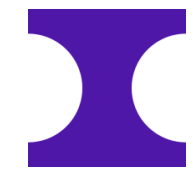
This experience has been amazing due to the great group, and a huge part of that is thanks to [my mentor's] guidance.



...it was an awesome experience sharing my learnings and best practices from my experiences in my career. Helping others is sometimes the best way to understand how well you know the subject matter yourself and through this mentorship experience I have had an awesome opportunity to give back as well as setup someone for success.



I am grateful to be so lucky being paired with such a caring and helpful mentor and I would highly recommend any PMI member to take the plunge and seek a mentor or mentee!



# THE PMI SFBAC MENTORSHIP PROGRAM

1

WHY

YOU SHOULD  
KNOW ABOUT  
THE PMI SFBAC  
MENTORSHIP  
PROGRAM

2

HOW

DID WE TURN IT  
INTO A THRIVING  
MENTORSHIP  
PROGRAM?

3

WHAT

DID WE LEARN  
IN THE PROCESS?

1

# STREAMLINED - THE PROGRAM STRUCTURE

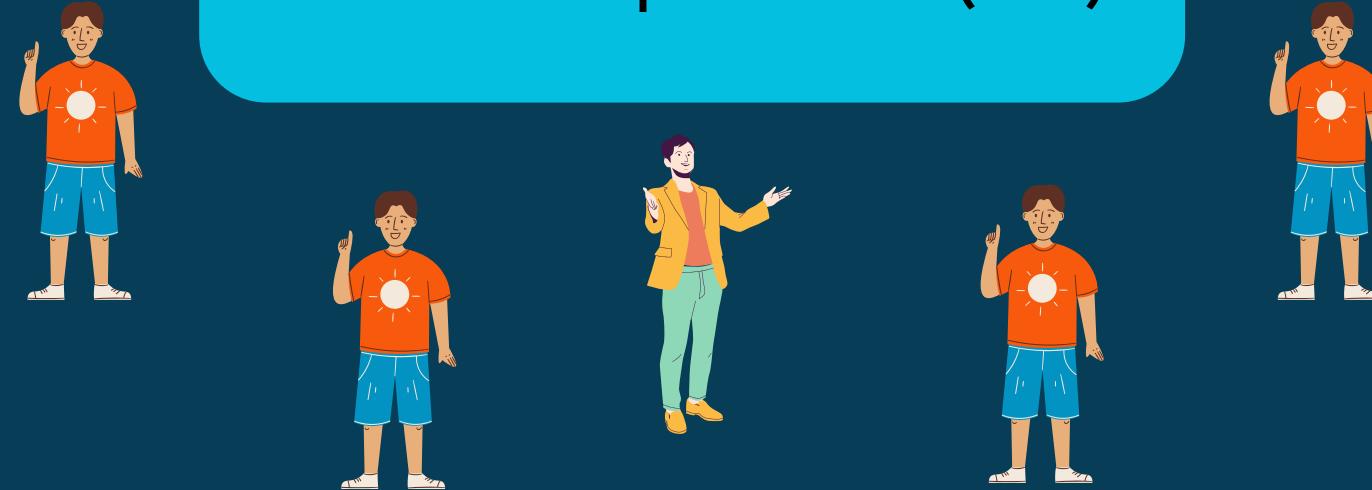
## FORMAT

10 weeks of mentorship engagement offered for mentees aspiring to grow their PM & Leadership skills by pairing them with seasoned mentors

### 1:1 Mentorship



### Mentorship Circles (1:N)



#### A. Career Building / Transitioning

- *Career Building*
- *Career Transitioning*

#### B. Leadership Skills Development

- *Executive Presence Management*
- *Leadership Skills Development*

#### C. Technical Program Mgmt.

- *Technical Product Management*
- *Technical Program Management*

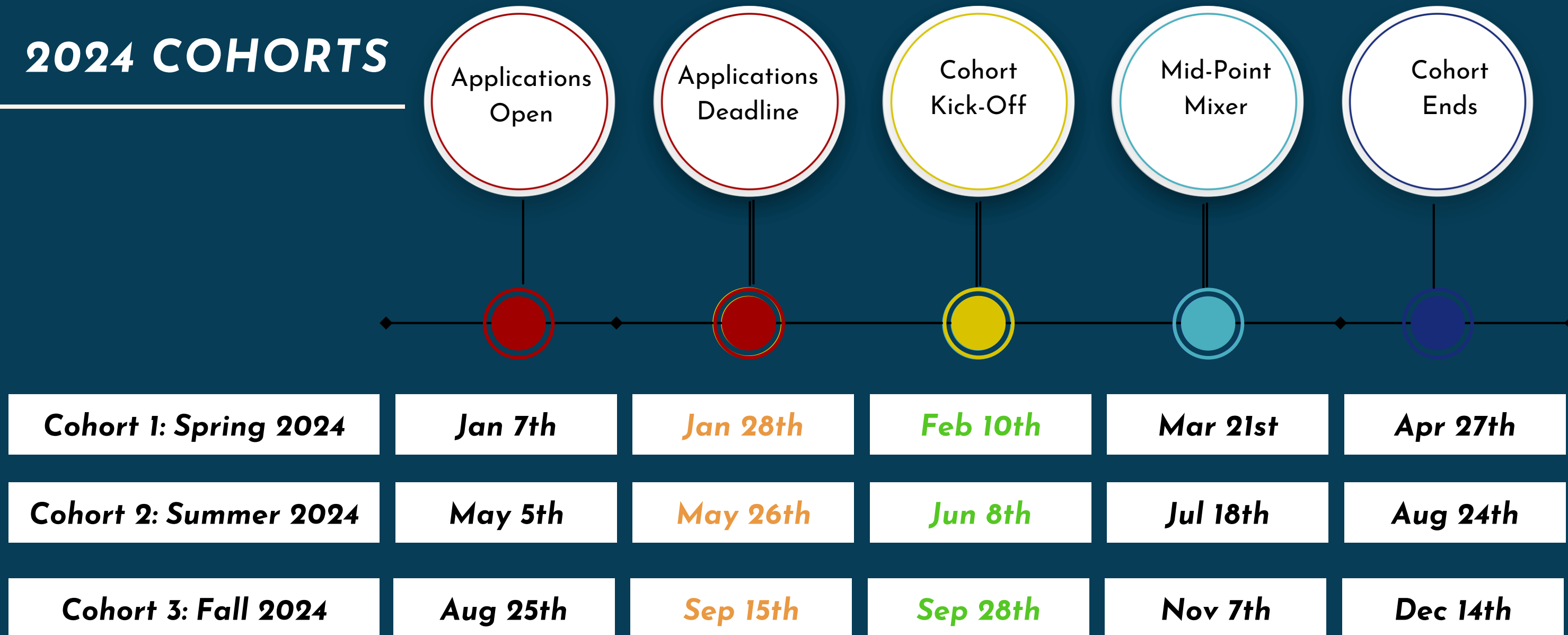
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# STREAMLINED - THE PROGRAM STRUCTURE

WEEK	DATE	CAREER BUILDING TRACK	LEADERSHIP DEV & TPM TRACK	1:1 MENTORSHIP TRACK
Week -1	Feb 8	Coach the Mentor Session	Coach the Mentor Session	Coach the Mentor Session
Week -1	Feb 10	Cohort 1 Kick Off Session	Cohort 1 Kick Off Session	Cohort 1 Kick Off Session
Week 0	Feb 13 - Feb 17	Cohort Prep & Circle Intros	Cohort Prep & Circle Intros	Cohort Prep & Circle Intros
Week 1	Feb 18 - Feb 24	Set Smart Goals	Set Smart Goals	Set Smart Goals
Week 2	Feb 25 - Mar 2		Pick a Case Study for Analysis & Presentation	
Week 3	Mar 3 - Mar 9			
Week 4	Mar 10 - Mar 16			
Week 5	Mar 17 - Mar 23			
<u>Week 5</u>	<u>Mar 21</u>	<u>Mid-Point Mixer Event</u>	<u>Mid-Point Mixer Event</u>	<u>Mid-Point Mixer Event</u>
Week 6	Mar 24 - Mar 30			
Week 7	Mar 31 - Apr 6			
Week 8	Apr 7 - Apr 13			
Week 9	Apr 14 - Apr 20			
Week 10	Apr 21 - Apr 27	Cohort Retrospectives	<u>Case Study Panel Presentation &amp; Cohort Retrospectives</u>	1:1 Retrospectives

# OPTIMIZED - THE MENTOR/MENTEE PAIRING

## 2024 COHORTS



# OPTIMIZED- THE MENTOR/MENTEE PAIRING

## APPLICATION FORM

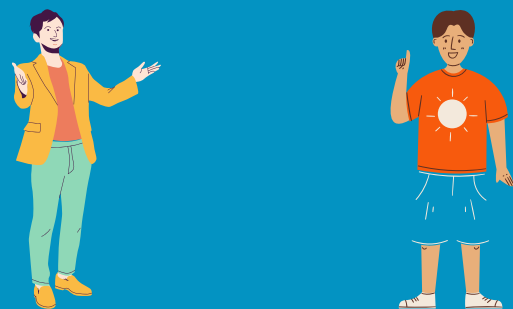
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1. PERSONAL INFORMATION: NAME, EMAIL, PHONE#, LINKEDIN
2. APPLYING AS A MENTOR OR A MENTEE
3. PROFESSIONAL BACKGROUND AND INDUSTRY PREFERENCE
4. MOTIVATION TO JOIN THE PROGRAM
5. COMMITMENT TO THE PROGRAM: SCOPE, SCHEDULE, COST

## PAIRING

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- CHOOSE - 1:1 MENTORSHIP VS. MENTORSHIP CIRCLES
- FOR MENTORSHIP CIRCLES: CHOOSE TRACKS
    - a. CAREER BUILDING / CAREER TRANSITIONING
    - b. LEADERSHIP SKILLS DEVELOPMENT
    - c. TECHNICAL PROGRAM MANAGEMENT
  - PROVIDE PREFERENCES FOR SUB TRACKS: 1ST, 2ND, NOT PREFERRED



# 3 SUPPORTED - MENTORS & MENTEES

#1. AT THE START  
**COACH THE MENTORS  
SESSION**

**EXPERIENCED MENTOR PANELISTS**

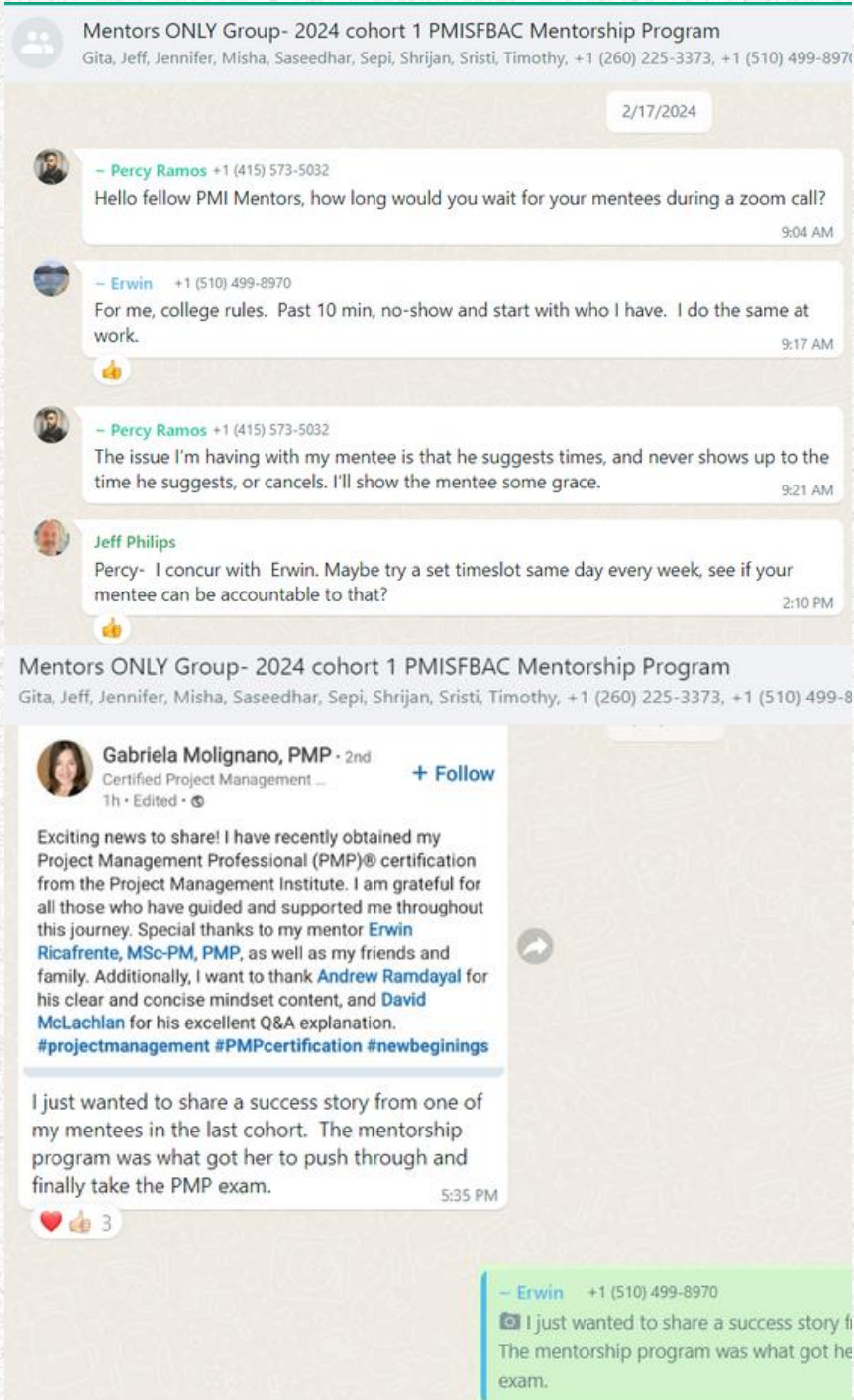


**Misha Rubesch**  
OUTSTANDING MENTORSHIP - 2022  
Director, Bank of America

**Gita Rader**  
MENTORSHIP CHAMPION - 2022  
Leadership & Executive Coach

**Teff Aryal**  
RISING MENTOR - 2021  
Senior Manager at Accenture

#2 DURING THE COHORT  
**MENTORS WHATSAPP  
NETWORK**



Mentors ONLY Group- 2024 cohort 1 PMISFBAC Mentorship Program  
Gita, Jeff, Jennifer, Misha, Saseedhar, Sepi, Shrijan, Sristi, Timothy, +1 (260) 225-3373, +1 (510) 499-8970

2/17/2024

**Percy Ramos** +1 (415) 573-5032  
Hello fellow PMI Mentors, how long would you wait for your mentees during a zoom call?  
9:04 AM

**Erwin** +1 (510) 499-8970  
For me, college rules. Past 10 min, no-show and start with who I have. I do the same at work.  
9:17 AM

**Percy Ramos** +1 (415) 573-5032  
The issue I'm having with my mentee is that he suggests times, and never shows up to the time he suggests, or cancels. I'll show the mentee some grace.  
9:21 AM

**Jeff Philips**  
Percy- I concur with Erwin. Maybe try a set timeslot same day every week, see if your mentee can be accountable to that?  
2:10 PM

Mentors ONLY Group- 2024 cohort 1 PMISFBAC Mentorship Program  
Gita, Jeff, Jennifer, Misha, Saseedhar, Sepi, Shrijan, Sristi, Timothy, +1 (260) 225-3373, +1 (510) 499-8970

**Gabriela Mognano, PMP** · 2nd  
Certified Project Management ...  
1h · Edited · 🌐

Exciting news to share! I have recently obtained my Project Management Professional (PMP)® certification from the Project Management Institute. I am grateful for all those who have guided and supported me throughout this journey. Special thanks to my mentor **Erwin Ricafrente, MSc-PM, PMP**, as well as my friends and family. Additionally, I want to thank **Andrew Ramdayal** for his clear and concise mindset content, and **David McLachlan** for his excellent Q&A explanation.  
[#projectmanagement](#) [#PMPcertification](#) [#newbeginings](#)

I just wanted to share a success story from one of my mentees in the last cohort. The mentorship program was what got her to push through and finally take the PMP exam.  
5:35 PM

**Erwin** +1 (510) 499-8970  
📷 I just wanted to share a success story from one of my mentees in the last cohort. The mentorship program was what got her to push through and finally take the PMP exam.

#3. AT THE END  
**MENTORS RETROSPECTIVE  
BRUNCH**



# 3 SUPPORTED - MENTORS & MENTEES

## #1. AT THE START COHORT KICK OFF SESSION

## #2 DURING THE COHORT MID-POINT MIXER

## #3. AT THE END COHORT CASE PRESENTATIONS



### The Role of the Mentee

Mentees are responsible for his/her career, owning the goals, creating the plan and taking the action to ACHIEVE the desired transformation with the support of their mentor.

- 01 Remain open
- 02 Think outside of the box
- 03 Focus on your goals
- 04 Bring your current obstacles
- 05 Take action
- 06 Failure is a step to success

### II. LEADERSHIP DEVELOPMENT AND TECHNICAL PROGRAM MANAGEMENT TRACK REQUIREMENTS

COMMITMENT	FEEDBACK	EXPERIENTIAL LEARNING
Committed to attend <b>at least 8 sessions</b> out of the 10 weeks and <b>actively engage</b> in sessions	Expected to complete: <b>Mid-Point Survey &amp; End of Cohort Survey</b>	A case study would be provided to each leadership group. Analyze the case under the guidance of the mentor and present as a group of mentees at the end of the cohort (end of 9th week)



# ENGAGED - BEYOND MARKETING

## #1. PROMOTE ON LINKED IN

PMI - San Francisco Bay Area Chapter  
6,030 followers  
1w · Edited ·

It's a wrap for the **PMI - San Francisco Bay Area Chapter Mentorship Program Cohort 1!** Thank you to all the volunteers, mentors, and mentees who joined the 2024 End of Cohort 1 Case Presentations at **Golden Gate University**. There were eight team presentations that were outstanding, showcasing a deep understanding of the selected case and excellent presentation skills.



Thank you to the panel of esteemed judges who generously shared their time, insights, and expertise to evaluate the presentations and provide valuable feedback to the participants. Special appreciation to **Mahesh Deshpande, Dhruti Joshi, Marina Minnikova** and **Mary Ann Michaels, PMP, CSM, MBA** for their invaluable contributions.

Outstanding hosting of the event by **Jen Louie-Abernathy, MBA, PMP, PSM, Shri Sewpersadh PMP,** and **Riddhi Nathvani** with a smooth transition between presentations, their planning was a success. Their leadership and dedication created a supportive and inclusive environment, fostering meaningful connections and opportunities for mentorship and growth.

The case presentations were a learning journey filled with team collaboration, discovery, and professional development. Participants learned to be better presenters, refining their communication skills, and mastering the art of conveying complex ideas with clarity and confidence with the support from their mentors. This newfound proficiency not only enhances their professional repertoire but also empowers them to effectively convey their ideas and expertise in various settings, contributing to their personal and professional growth.

🎉 Congratulations to the winners!

#PmiMentorship #ProjectManagement #Mentorship #Growth #BayAreaNetworking #pmisfbac #bayarea #projectmanager #learning #goldengateuniversity #presentation #mentors #mentees

Marina Minnikova and 36 others  
2 comments · 10 reposts

## #2 PARTNER WITH UNIVERSITIES

Instagram

Log In Sign Up



hultsanfrancisco and pmisfbac  
HULT International School of Business

hultsanfrancisco Excited to announce our continued collaboration with PMI SFBC! 🎉 We recently hosted their mentorship program, fostering connections between alumni and student leaders. Here's to more fruitful partnerships ahead! #hultalumni #hultsf  
2w

percylramos415 Yes, we should do more events with Hult.  
82 likes  
April 12



## #3. CREATE BRAND AMBASSADORS

Cynthia Maria Estalilla · 1st  
Certified Professional Career Coach | Career Transition Consulta...  
5mo ·

The Power of Mentorship – Meet Simeonette “Claire” Davies. Claire and I met through the Project Management Institute, San Francisco Bay Area Chapter's mentorship program in 2020. When I first met Claire, she was very soft-spoken but knew what she had hoped to gain from our six-month mentoring experience. She needed clarity and guidance on how to create a roadmap for her continued career growth. I was pleased to support her as she was preparing for her next career opportunity from Sr. Manager, CMC Program Management to Senior Global Program Manager for BioMarin Pharmaceutical Inc.

She had a very calm, professional demeanor. She was always prepared to apply something new from each of our sessions. We established trust quickly.

Claire had an impressive professional background starting as a scientist with progressive roles in program and project management at various laboratories and pharmaceutical companies throughout the U.S.

She prioritized building relationships and team collaboration in her roles. She thrived in process improvement and in supporting strategic goals. She was also a change-agent leader, demonstrating her leadership with diversity, equity, and inclusion efforts.

While in her current role, she also worked on projects with the global program management team, the team she eventually wanted to join. By the mid-point of our mentorship, the Sr. Global Program Manager role became vacant. The first thing Claire said to me was, “Next year, I will be ready for this position.”

“Next year?!” I responded. “Oh, no! You are ready! You need to “strike it while it’s hot”, Claire, and apply now!”

Claire was reluctant but I convinced her to apply. We talked through best case scenario (i.e., she gets the job) and alternative scenario (i.e., she gets a chance to interview and showcase her strengths for a potential future role). She trusted my guidance. I was prepared to support her regardless of the outcome.

We updated her résumé. Then, she applied. As she waited, we continued our mentoring sessions. While the process did take weeks, Claire was chosen to interview for the role.

By the end of our mentorship, Claire was offered the job. Woohoo!!!!

To this day, she continues to thrive. We continue to connect and meet at least once a year for dinner.

# RECOGNIZED - THE CHAMPIONS

## #1. MENTORS WALL OF FAME

### 2023 Mentor Wall of Fame



### Mentor Community 2022

WE ARE GRATEFUL TO OUR STRONG MENTOR COMMUNITY



## #2. MENTORSHIP AWARDS



## #3. MENTORSHIP THINK TANK



### Mentorship Think Tank - Building A Powerful Resume

Cynthia Estalilla - Career Coach Partner for the Mentorship Program

# THE PMI SFBAC MENTORSHIP PROGRAM

1

WHY

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2

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DID WE MAKE IT  
INTO A THRIVING  
MENTORSHIP  
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3

WHAT

DID WE LEARN  
IN THE PROCESS?

# 1

# BEGIN WITH THE END IN MIND

- WHY - NORTH STAR
- WHAT - STRATEGIC PLAN
- HOW - ROADMAP

PMI SFBAC MENTORSHIP PROGRAM - 2024 CALENDAR								
<b>JAN</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
Buffer W		1	2	3	4	5	6	Applications Open - 17
W-5	7	8	9	10	11	12	13	
W-4	14	15	16	17	18	19	20	
W-3	21	22	23	24	25	26	27	
W-2	28	29	30	31				
<b>FEB</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
W-2					1	2	3	Coach the Mentor - 218 Kick Off - 210
W-1	4	5	6	7	8	9	10	
W0	11	12	13	14	15	16	17	
W1	18	19	20	21	22	23	24	
W2	25	26	27	28	29			
<b>MAR</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
W2						1	2	Mid-Point Mixer - 321
W3	3	4	5	6	7	8	9	
W4	10	11	12	13	14	15	16	
W5	17	18	19	20	21	22	23	
W6	24	25	26	27	28	29	30	
<b>APR</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
W7	31	1	2	3	4	5	6	Final Presentation - 420 End of Cohort 427
W8	7	8	9	10	11	12	13	
W9	14	15	16	17	18	19	20	
W10	21	22	23	24	25	26	27	
Buffer W	28	29	30					
<b>COHORT 1</b>								
<b>MAY</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
Buffer W				1	2	3	4	Applications Open - 515
W-5	5	6	7	8	9	10	11	
W-4	12	13	14	15	16	17	18	
W-3	19	20	21	22	23	24	25	
W-2	26	27	28	29	30	31		
<b>JUN</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
W-2							1	Coach the Mentor - 616 Kick Off - 618
W-1	2	3	4	5	6	7	8	
W0	9	10	11	12	13	14	15	
W1	16	17	18	19	20	21	22	
W2	23	24	25	26	27	28	29	
<b>JUL</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
W3	30	1	2	3	4	5	6	Mid-Point Mixer - 718
W4	7	8	9	10	11	12	13	
W5	14	15	16	17	18	19	20	
W6	21	22	23	24	25	26	27	
W7	28	29	30	31				
<b>AUG</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
W7					1	2	3	Final Presentation - 817 End of Cohort 824
W8	4	5	6	7	8	9	10	
W9	11	12	13	14	15	16	17	
W10	18	19	20	21	22	23	24	
W-5	25	26	27	28	29	30	31	
<b>COHORT 2</b>								
<b>SEP</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
W-4	1	2	3	4	5	6	7	Application Open - 825
W-3	8	9	10	11	12	13	14	
W-2	15	16	17	18	19	20	21	Applications Close - 815
W-1	22	23	24	25	26	27	28	
W0	29	30						Coach the Mentor - 826 Kick Off - 828
<b>OCT</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
W0			1	2	3	4	5	Mid-Point Mixer - 917
W1	6	7	8	9	10	11	12	
W2	13	14	15	16	17	18	19	
W3	20	21	22	23	24	25	26	
W4	27	28	29	30	31			
<b>NOV</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
W4						1	2	Mid-Point Mixer - 917
W5	3	4	5	6	7	8	9	
W6	10	11	12	13	14	15	16	
W7	17	18	19	20	21	22	23	
W8	24	25	26	27	28	29	30	
<b>DEC</b>								
	Su	Mo	Tu	We	Th	Fr	Sa	Milestones
W9	1	2	3	4	5	6	7	Final Presentation- 1014 EDY Celebration - 1014
W10	8	9	10	11	12	13	14	
Buffer	15	16	17	18	19	20	21	
Buffer	22	23	24	25	26	27	28	
Buffer	29	30	31					
<b>COHORT 3</b>								

# 2

# EXPERIMENT: IT'S THE ENGINE OF INNOVATION

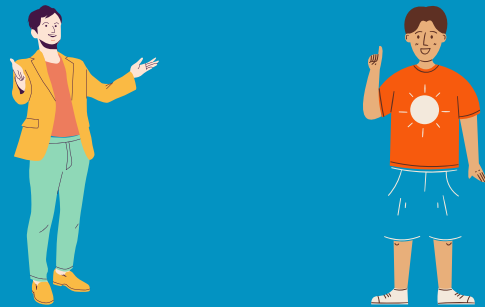
EXPERIMENTED ON

PROGRAM STRUCTURE, COHORT DURATION, FEES, PDUs, ADDITIONAL OFFERINGS

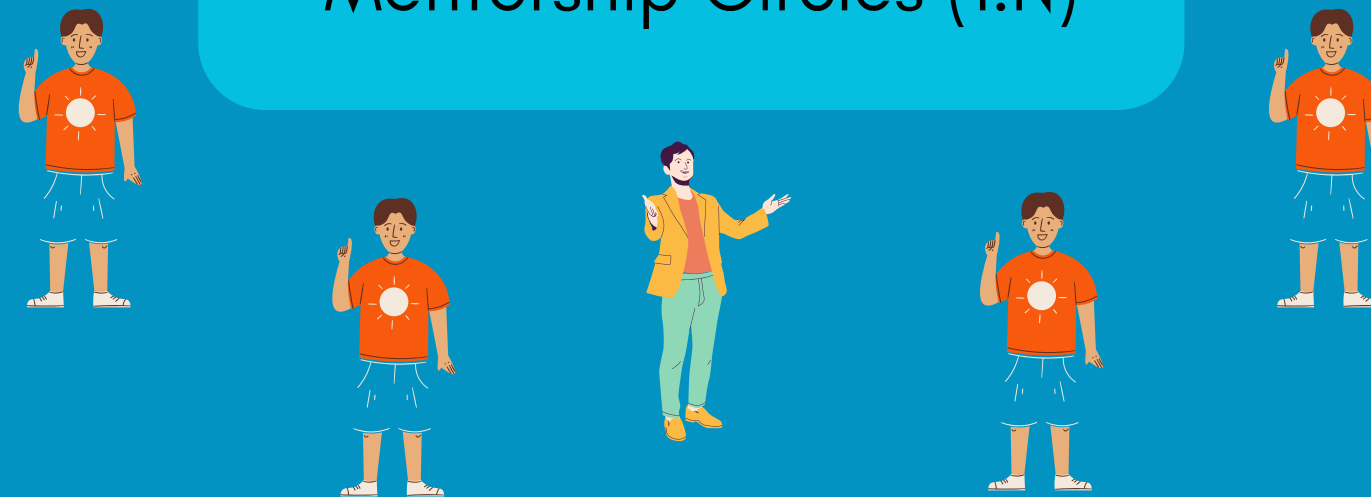
## FORMAT

10 weeks of mentorship engagement offered for mentees aspiring to grow their PM & Leadership skills by paring them with seasoned mentors

### 1:1 Mentorship



### Mentorship Circles (1:N)



A. Career Building / Transitioning

B. Leadership Skills Development

C. Technical Program Mgmt.

## EXPERIENTIAL LEARNING

----- Case Study Presentations -----  
----- Resume Reviews + Mock Interviews + LinkedIn Profile Reviews -----

# 3

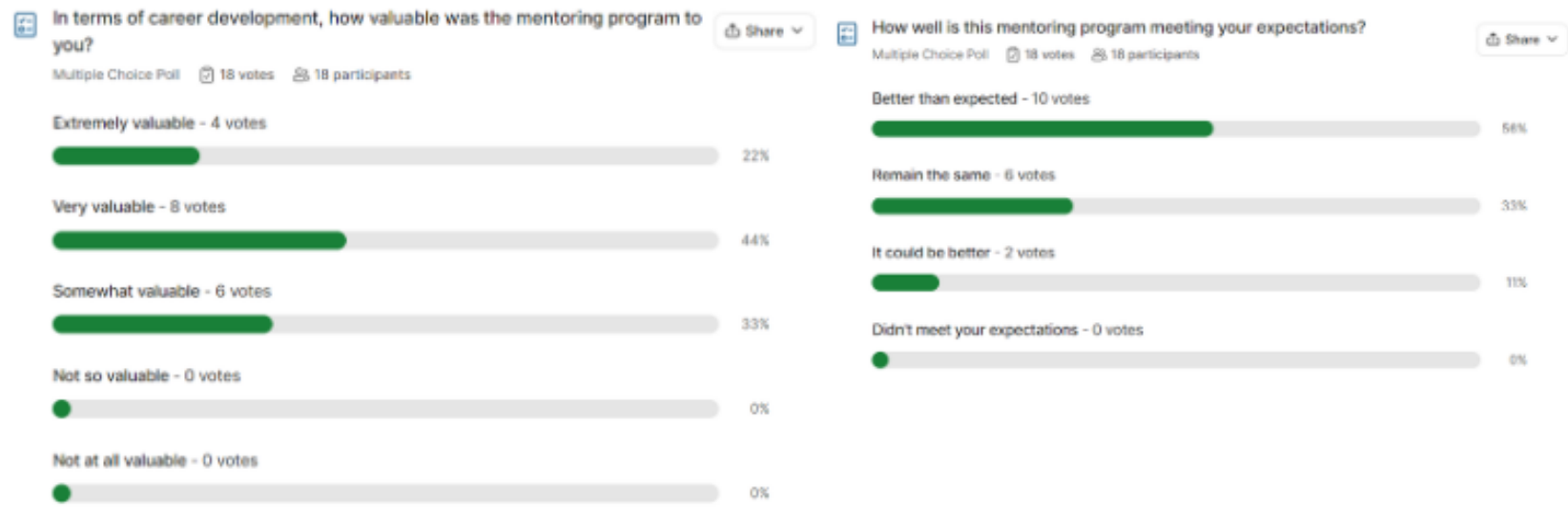
# EMBRACE FEEDBACK - IT'S THE COMPASS THAT GUIDES TOWARDS EXCELLENCE

## #1. MENTEES FEEDBACK: SURVEYS / TESTIMONIALS

### 2024 - COHORT 1 MID-POINT MIXER SURVEY

Mentee in Mentorship Circle	Rating out of 5
The Mentorship Team ensured that I felt supported when I began my Mentorship Circle Journey.	4.8
I am satisfied with the Mentorship Program so far.	4.6
I am satisfied that my goals are being met.	4.6
Mentee in 1:1	Rating out of 5
The Mentorship Team ensured that I felt supported when I began my Mentorship journey.	5.0
I am satisfied with the Mentorship Program so far.	5.0
I am satisfied that my goals are being met.	5.0

### 2024 - COHORT 1 - END OF COHORT SURVEY



“My Mentor brought incredible insight into our sessions and I felt so seen and heard in a way that I had never experienced before and it was truly transformative!”

“Not sure how you did it, but it was a great match.”

“This program was excellent. We worked together to tailor the sessions and held each other mutually accountable throughout. The outputs of our mentorship included improved job search tactics, interview skills, honest assessment, and approaches that will take our careers to the next level. Thank you to my mentor and co-mentee!”



3

# EMBRACE FEEDBACK - IT'S THE COMPASS THAT GUIDES TOWARDS EXCELLENCE

## #2. MENTORS PERSPECTIVES: IN-PERSON EVENTS / OVER BRUNCH



“

I would highly recommend signing up to be a PMI Mentor. It is a great opportunity to share your knowledge and experience with someone who is looking to learn and grow as a project manager. Not only are you helping someone, but it is a rewarding experience. I am glad that I signed up to participate as a mentor

”

3

# EMBRACE FEEDBACK - IT'S THE COMPASS THAT GUIDES TOWARDS EXCELLENCE

## #3. MENTORSHIP TEAM RETROSPECTIVES:



# 4 APPRECIATE STAKEHOLDERS' CONTRIBUTIONS: RECOGNITION IS THE GREATEST MOTIVATOR



## 2023 Mentor Wall of Fame

Saseedhar S.	Jim Schnarr	Ajit Pillai	Valerie Fenwick	Misha Rubesch	Christina Lee	Tom Boinski	Gwyneth Williams
Ron Domenichelli	Gita Rader	Gina Garitson	Sepideh Kiazal	Manisha R.	Edwin Ernest	Carole Miller	Adam Signaigo
Teff Ayral	Sudhakar Hebbar	Jeff Cadieux	Steven Louie	Mark Okamura	Tim Graham	John Beaver	Jo Gruszka
Ishkandar Ishak	Louisa Dixon	Julie Wiley	Albert Shen	Erwin Ricafrente	Allen John	Leela Krishna	Mary Ann Michaels



5

## EMBRACE GROWTH MINDSET

A growth mindset is a belief that one's abilities, intelligence, and talents can be developed and improved through dedication, hard work, and perseverance.

### Growth Mindset Characteristics:

1. Embracing challenges
2. Persevering towards goal
3. Accepting feedback
4. Learning from failures
5. Inspiring others





M E N T O R S H I P  
M A S T E R M I N D S



PODCAST



*Leadership, Innovation & Growth*

*insights with*

*Mahesh Deshpande*

# MENTORSHIP MASTERMINDS PODCAST

---

1

WHY

DID WE START THE  
***MENTORSHIP  
MASTERMINDS  
PODCAST***

2

HOW

DID WE GO ABOUT  
CREATING THE  
MENTORSHIP  
MASTERMINDS  
PODCAST

3

WHAT

DID WE LEARN  
IN THE PROCESS?

# MENTORSHIP MASTERMINDS PODCAST



## WHAT IS IT

---

A platform for dialogue about leadership, innovation and growth that empowers our listeners with insights from our masterminds in the San Francisco Bay Area

## VISION

---

**Mentorship** isn't just about passing on knowledge; it's about igniting the flames of curiosity, nurturing the seeds of potential, and inspiring our next generation of leaders.

San Francisco Bay Area is known for its innovation, diversity, and its role as a hub for aspiring leaders. We have some of the some of the brightest **masterminds** who have traversed complex challenges, climbed the ladder of success and are eager to share their stories.

Mentorship Masterminds is a podcast that seeks to illuminate the path for the leaders of tomorrow by guiding through the uncharted waters of leadership development.



## CHECK OUT

---

<https://pmisfbac.org/podcasts>

# MENTORSHIP MASTERMINDS PODCAST - SEASON 1



Power Up Your Social Capital - Mentorship Masterminds...

Mentorship Masterminds Podcast  
197 views • 5 months ago



Embracing Empathetic Leadership - Mentorship...

Mentorship Masterminds Podcast  
103 views • 5 months ago



The Art & Science of Personal Branding - ...

Mentorship Masterminds Podcast  
210 views • 5 months ago



Unlocking Your Leadership Potential - Mentorship...

Mentorship Masterminds Podcast  
245 views • 5 months ago



Pivoting Into Project Management - Mentorship...

Mentorship Masterminds Podcast  
134 views • 4 months ago



Becoming a Technical Program Manager - ...

Mentorship Masterminds Podcast  
279 views • 4 months ago

<https://pmisfbac.org/podcasts>

<https://www.youtube.com/@MentorshipMasterminds/>





# MENTORSHIP MASTERMINDS PODCAST - SEASON 2



Crafting Authentic Stories ft. Vanessa Merina - Mentorshi...

Mentorship Masterminds Podcast  
191 views • 1 month ago



Shaping The Future of Healthcare ft. Max von...

Mentorship Masterminds Podcast  
186 views • 1 month ago



Behavior Driven Agile Transformation ft. Larry Ap...

Mentorship Masterminds Podcast  
39 views • 2 weeks ago



Transforming PMO in The Age of AI Ft. Leela Krishna -...

Mentorship Masterminds Podcast  
101 views • 3 weeks ago



Unlocking Innovative Leadership Culture ft...

Mentorship Masterminds Podcast  
43 views • 4 weeks ago



Whats next for a TPM leader ft Anup Deshpande...

Mentorship Masterminds Podcast  
484 views • 1 month ago

<https://pmisfbac.org/podcasts>

<https://www.youtube.com/@MentorshipMasterminds/>



# ***MENTORSHIP MASTERMINDS SNEAKPEAK***



**PMI San Francisco Bay Area  
Chapter is bringing to you a  
new podcast series.**



# ***MENTORSHIP MASTERMINDS SEASON 2 PROMO***



# MENTORSHIP MASTERMINDS PODCAST

1

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CREATING THE  
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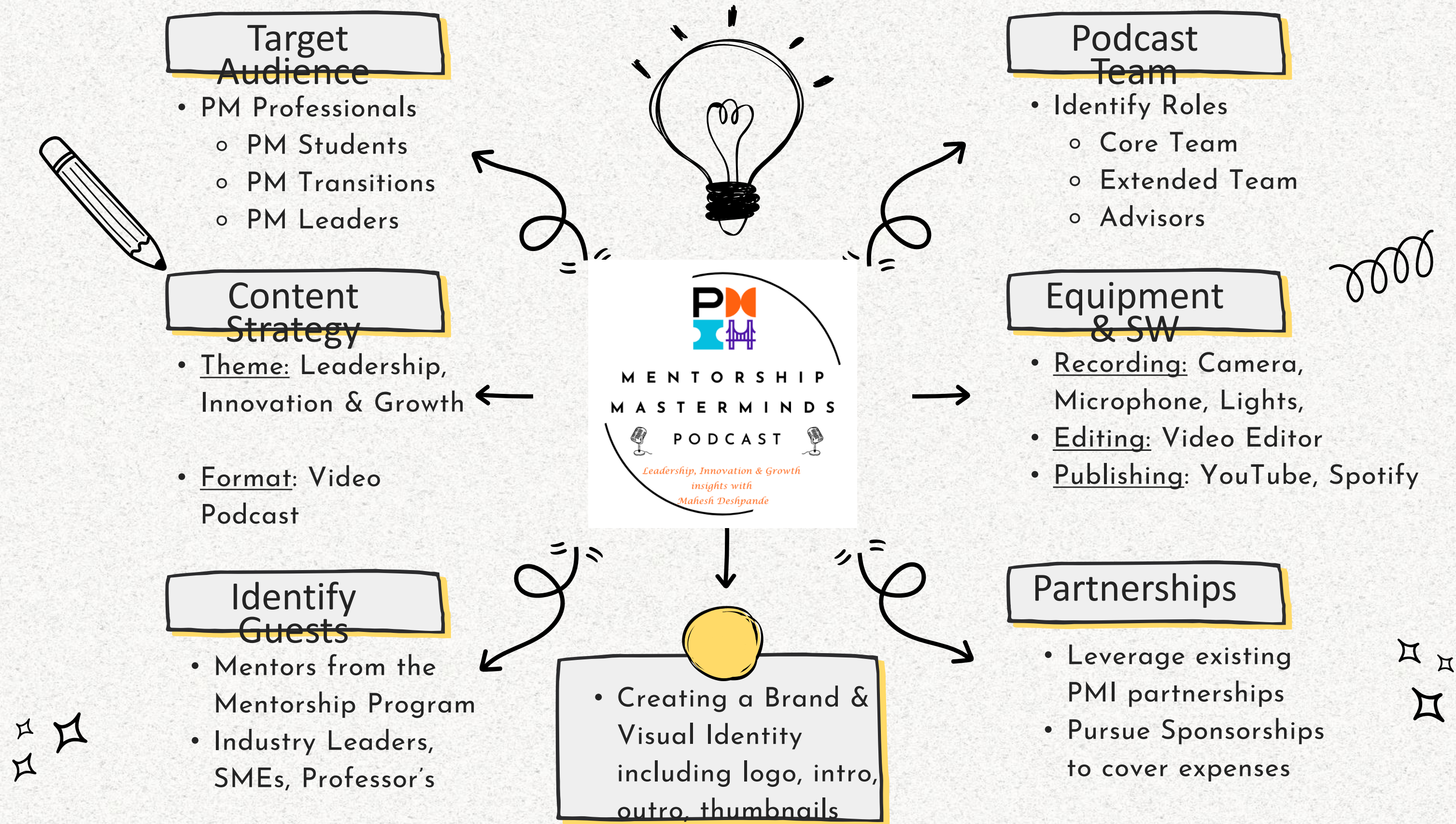
3

WHAT

DID WE LEARN  
IN THE PROCESS?

1

# PLANNING: LAYING A SOLID FOUNDATION



## 2

# EXECUTION: MAKING IT HAPPEN

## 1

### PRE-WORK

- Driven By:
  - Program Manager
  - Research Analyst
- Activities:
  - Publish Calendar
  - Research Topics
  - Shortlist Guests
  - Outline Scripts for each episodes
  - Ideas for content improvement

## 2

### ROLL, CAMERA, ACTION

- Driven By
  - Podcast Producer
  - Guest Manager
- Activities:
  - Equipment Setup
  - Recording the podcast episodes
  - Pictures for editing
  - Managing Guest Interactions & Souvenirs

## 3

### POST-PRODUCTION

- Driven By
  - Podcast Editor
  - Marketing Manager
- Activities:
  - Edit Podcast Video
  - Enhance quality
  - Add Intro, Outro
  - Thumbnails
  - Upload Episodes
  - Promote through various channels

1

# STORYLINE EXAMPLE: **TRANSFORMING PMO IN THE AGE OF AI**

## Iteration 1: Topics to Cover:

- Program Management Growth
- AI and Automation
- Remote and Hybrid Work
- Sustainability and ESG  
(Environmental, Social, and Governance)
- Digital Transformation
- Cybersecurity

## Final Iteration: Detailed Topics with interactive section additions:

- Evolution of Project Management and Agile's Impact
- Different Aspects of Agile Management - Benefits vs. Outcomes
- Hybrid Project Management Methodologies
- Importance of Release Management vs. Change Management
- AI's Role in Project Management Evolution
- Managing AI Projects
- AI vs. Rules-Based Engines
- Managing Data Projects and MDM
- Digital Transformation and Cloud-Based Solutions
- Focus on Soft Skills
- Hybrid Project Management Methodologies
- Laser Focus on Data:
- Becoming an AI Project Manager
- RAPID FIRE

2

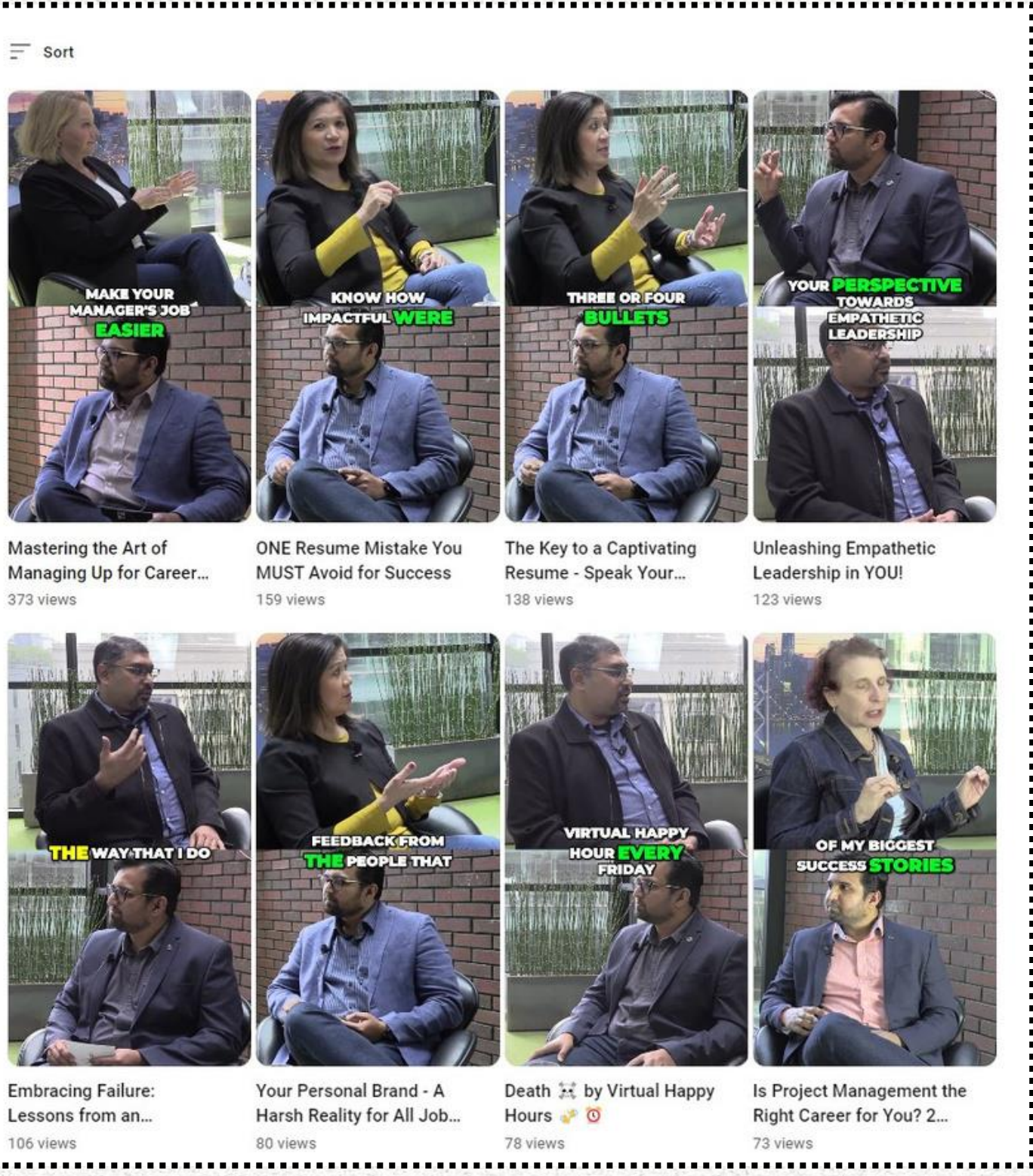
# EQUIPMENT SET UP: BEHIND THE SCENES





3

# POST-PRODUCTION: VIDEO EDITING



# MENTORSHIP MASTERMINDS PODCAST

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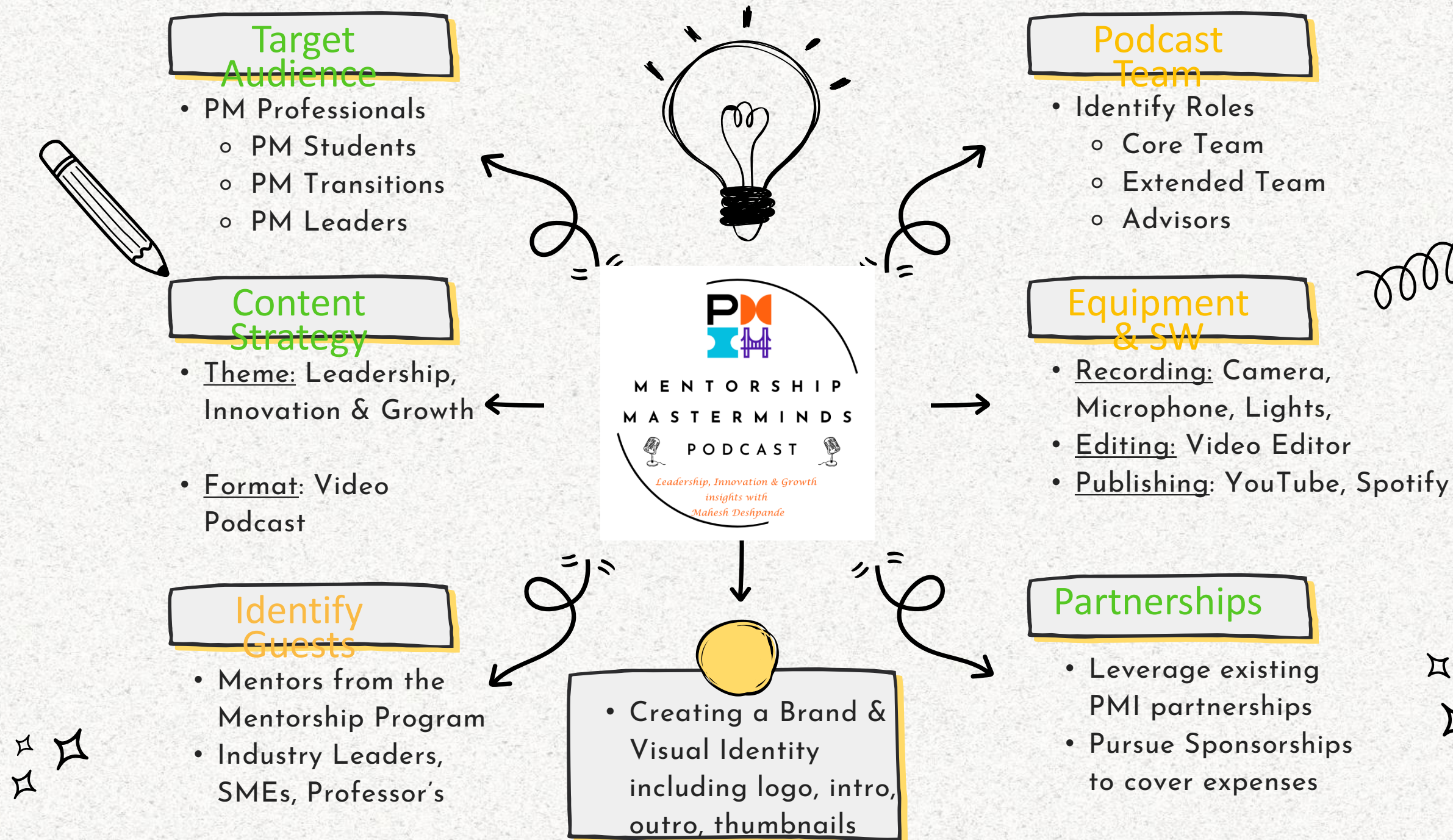
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WHAT

DID WE LEARN  
IN THE PROCESS?

# 1

# THE SECRET OF GETTING AHEAD IS - GETTING STARTED



## When you start you will have

- Known Knowns
  - Target Audience
  - Strategy
  - Partnerships
- Known Unknowns
  - Guests
  - Team
  - Equipment
- Unknown Unknowns
  - Editing
  - Publishing
  - Shorts / Reels
  - AI Tools
  - Social Media Marketing

# 2

## STRIVE FOR PROGRESS, NOT PERFECTION. EVERY STEP FORWARD COUNTS

Season 1: Bare Minimum Activities

Season 2: Improvisations based on learnings

### 1

#### PRE-WORK

- Driven By:
  - Program Manager
  - Research Analyst
- Activities:
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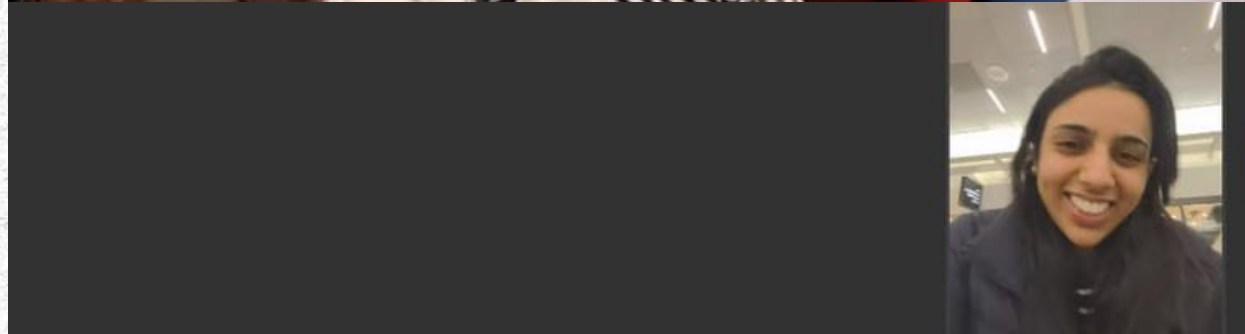
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3

# ENJOY THE JOURNEY, FOR IT SHAPES WHO YOU BECOME AT THE DESTINATION



3

# ENJOY THE JOURNEY, FOR IT SHAPES WHO YOU BECOME AT THE DESTINATION



# Three Key Learnings:

1

Building a Successful  
and Scalable  
Mentorship Program  
for a Chapter

2

Creating Engaging  
Multimedia Content  
and Building a  
Learning Community

3

Fostering  
Transformative  
Leadership  
Development and  
Inspiring Positive  
Change

# THE MENTORSHIP TEAM



**Mahesh Deshpande**  
VP - Mentorship Strategy  
& Podcast Host



**Dhruiti Joshi**  
Mentorship Team Mentor



**Jennifer Louie-Abernathy**  
Mentorship Program Director



**Shrijan Sewpersadh**  
Mentorship Program Outreach Manager



**Riddhi Nathvani**  
Mentorship Program Marketing Coordinator



**Sristi Jalan**  
Mentorship Customer Success Coordinator



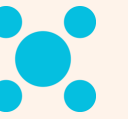
**Preet Shah**  
Mentorship App Product Owner



**Prachi Joshi**  
Podcast Program Manager



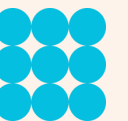
**Nikole Hollis**  
Podcast Editor



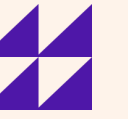
**Pooja Shah**  
Podcast Research Analyst



**Nishee Viroja**  
Podcast Producer

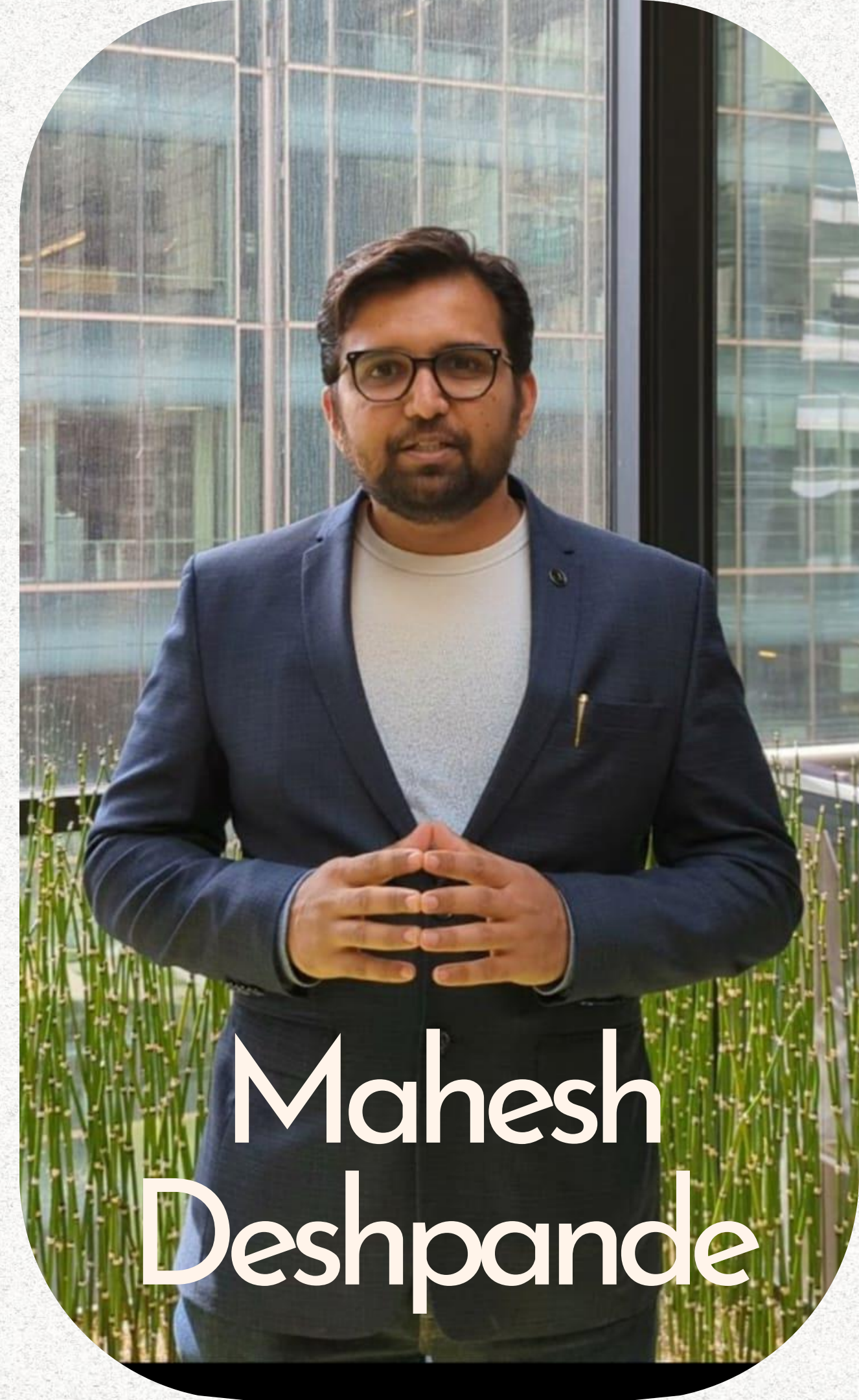


**Amisha Chavan**  
Podcast Guest Manager





*"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."*



**Mahesh  
Deshpande**

**IGNITING TRANSFORMATIVE GROWTH:**  
**LESSONS FROM**  
**A THRIVING MENTORSHIP PROGRAM**  
**& AN INSPIRATIONAL PODCAST**

**MAHESH DESHPANDE**

**VP MENTORSHIP, PMI SF BAY AREA CHAPTER**

**MAY 18, 2024**

**PMI REGION 1 AND 7 LEADERSHIP MEETING**

**ALBUQUERQUE, NEW MEXICO**

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