

Idaho Montana ASLA - Professional Development Committee

Student Mentoring Program – 2023/24

Summary:

Mentoring and developing strong human connections with the next generation of Landscape Architects is critical to the ongoing success of our profession. Mentoring encourages talented students and emerging professionals to remain in the UI program and profession by creating a network of professionals at various career stages with similar experiences. Mentoring is simply the passing on of knowledge and experience from one person to another. It is a mutually beneficial professional relationship in which individuals in allied professions share knowledge, expertise, and wisdom.

The program goals are:

- Create a positive relationship between Mentor and Mentee.
- Attract and retain talented professionals in the field of Landscape Architecture.
- Help students transition from academic to professional practice.
- Provide mentors with insight into the next generation of professionals.
- Expose mentors to emerging design trends.

While future employment and an ongoing hiring pool are important to the profession and to IM ASLA, the program is not intended to be a job pipeline. Students and mentors should fully engage regardless of possible employment opportunities.

Program Operations:

General:

Students with a minimum of two years completed in the academic program are eligible to participate in the mentoring program.

The Idaho-Montana Chapter of ASLA will assemble a pool of mentors for this program. Mentors will provide a professional resume with a biography to allow the mentee to familiarize themselves about the mentor prior to meeting.

Meetings & Meeting Topics:

The mentor and mentee are encouraged to participate in a minimum of three meetings during the academic year. Meetings can be in-person or remote. Allow for approximately one-hour meetings and be open to allowing meetings to run long if engaged in meaningful conversation. When conducting remote meetings, video on is encouraged to facilitate a human connection.

Students have a strong desire to understand the technical and personal/professional skills needed to make a positive contribution to professional practice. They also desire to understand what the day-to-day life of a professional is like. Discussion topics may include the following:

- Purpose – what is your purpose? How can you build purpose in the work that you are doing?

- Professionalism – How do I manage myself? How do I do work independently? How do I work as part of a team?
- Career Development – What is the right pace for my career to develop?
- Authenticity – Who am I at work?
- Evolving – How do you manage making mistakes at work? How do I grow from my work mistakes?
- Time management in an office.
- How to organize and facilitate a professional meeting.
- Professional and Technical writing.
- Professional communication – Email, Chat, Text, social media, in-person.
- Professional Tools – What tools are used in your daily routine? What are emerging tools that may help productivity?
- Resume and Portfolio review and discussion.
- Innovation – Student lead discussion on a unique, engaging project, new practice tool, or interesting practice article.

Mentors will be encouraged to gather/retain documents, content, other and share with the Professional Development Committee for future use, collaboration, and sharing.

Students will be provided contact information for the mentors and will make the initial contact.

Mentors and Mentees are expected to conduct themselves in professional workplace like manner when interacting and meeting.

Program Wrap Up:

Mentors and mentees are encouraged to continue to meet and stay connected beyond the formal program timeframe.

Mentors to have a group wrap up meeting and lessons learned discussion. This will be organized and lead by the IM_ASALA Professional Development committee.