

# 2025



# MENTOR PROTEGE PROGRAM

## BRIDGING GENERATIONS: EMPOWERING TOMORROW'S STORMWATER LEADERS

In an era where our industry faces unprecedented challenges and opportunities, the CASFM Mentor/Protégé Program offers a transformative platform to bridge generational gaps, foster collaboration, and reignite the passion for connection among stormwater engineers. Our seasoned CASFM professionals hold invaluable knowledge and insights that can shape the careers of emerging talent, while our junior CASFM members bring fresh perspectives and innovative ideas that can invigorate our field. Together, we can cultivate a thriving community that breaks down silos, encourages open dialogue, and empowers each participant to grow both personally and professionally.

Join us in this inspiring journey to not only elevate individual careers but also to strengthen the bonds that will drive our industry forward in a post-pandemic world. Together, we can nurture the next generation of leaders who will tackle the pressing challenges of stormwater management with creativity and resilience.

### RULES OF ENGAGEMENT

**Participation Fee**

\$50 payable to CASFM.

**Honor System**

Use the program for mentorship, not recruitment.

**Commitment**

Monthly meetings and attendance at group events are expected.

### SCHEDULE

**Application Period Opens**

January 20, 2025

**Applications Due**

January 31, 2025

**Matchmaking Event**

Week of February 10.

**First Group Event**

Week of March 6.

**Program Duration**

January-September 2025. Concludes at the Annual CASFM Conference.

### APPLY

CASFM members can apply as a *mentor* or *protege*. Applications are due January 31, 2025.

### SELECTION

The Mentor/Protege Committee will review applications and notify participants

### MATCHMAKING EVENT

Network with potential matches and submit your top 3 choices

### MONTHLY MEETINGS

Engage in monthly one-on-one meetings with your match and attend three quarterly events over the 9 month program

## Why Be a Mentor

- Enhance your **leadership** and **communication** skills.
- Build a legacy and shape the **future** of the profession.
- Pass on valuable **knowledge** and **best practices**.
- Expand your **professional network**.
- Broaden your **knowledge** with new **ideas, trends**, and **connections**.
- Enhance your professional **fulfillment** by helping others **succeed**.
- Learn from **new perspectives**.
- Give back to the **stormwater community** and showcase your commitment to the future of engineering.
- Strengthen the profession by developing **new talent** outside your regular sphere of influence, ensuring the future success and sustainability of stormwater engineering.

## Why Be a Protege

- Gain valuable insights and knowledge from experienced mentors.
- Work closely with senior level talent to develop essential technical and leadership skills to enhance your professional capabilities.
- Obtain career guidance and tailored advice.  
Form valuable connections within the industry and expand your professional network.
- Boost your confidence and decision-making ability.
- Benefit from personalized learning, goal setting, and advice.
- Enhance your visibility and reputation within the overall stormwater industry.
- Meet your goals with an accountable partner who is proactive about supporting your career development.
- Form a long term professional relationship that will support your growth throughout the years.
- Be inspired and motivated.



# GROUP EVENTS



## MOTIVES MATTER

Get ready for an exciting and transformative journey! We'll dive into The People Code, unlocking the secrets behind your behaviors and those of others. This powerful framework reveals the driving forces behind motivations, needs, and actions, empowering you to strengthen relationships, conquer challenges, and achieve results. Whether you're looking to connect better with others or level up your personal growth, this session will give you the tools to transform the way you see yourself and the world around you!

## PASSION MEETS BALANCE

Prepare for an epic adventure inspired by a dynamic session from the CASFM Annual Conference! This isn't your typical mentor-protégé gathering – we're combining passion and purpose to help you align your life's work with your personal lifestyle, all while achieving that elusive work-life balance. Armed with worksheet straight from the fantastical world of Dungeons and Dragons, you'll embark on a journey of self-discovery, unlocking the tools to chart your course toward success and fulfillment.

## THE SELLER-DOER

In the world of engineering, success is built on one thing: relationships. But not just any relationships – those that pave the way to future business and long-term growth. Join us for an electrifying discussion on the art of the "Seller-Doer", where we'll dive into powerful strategies that transform engineers into business creators. Learn how to master the balance between delivering top-notch work and actively bringing in new opportunities.

# REQUIREMENTS

## MENTOR

- Minimum 8 years of experience.
- Committed to attending the matchmaking event the week of February 10, 2025.
- Committed to meeting with your protégé monthly throughout the program.
- Committed to attending three CASFM Mentor/Protégé quarterly meetings.
- Committed to being open and supportive with your protégé.
- Committed to helping your protégé grow and reach their goals.
- \$50 CASFM Fee: This fee helps cover the expenses associated with hosting group events.

## PROTEGE

- Committed to attending the matchmaking event the week of February 10, 2025.
- Committed to meeting with your mentor monthly throughout the program.
- Committed to attending three CASFM Mentor/Protégé quarterly meetings.
- Committed to being open and receptive with your mentor.
- Committed to preparing goals or growth areas for mentorship.
- \$50 CASFM Fee: This fee helps cover the expenses associated with hosting group events.

# HOW TO APPLY

## APPLICATION

Fill out an application by midnight January 31, 2025.

**MENTORS: Fill out this application.**

**PROTEGES: Fill out this application.**

## PAYMENT

Upon acceptance, submit a \$50 fee to CASFM. More information on payment methods coming soon.

# MENTOR GUIDE

## QUESTIONS TO CONSIDER AS A MENTOR

- How did you get where you are in your career?
- What advice would you give your beginning self?
- What advice would you give yourself during your most challenging career period?
- What is one challenge in your career and how did you overcome it?
- Did you ever feel “stuck”? What did you do to get out of the rut?
- What were the most impactful moments of your career?
- What were the most impactful trainings or seminars you have done?

## RESOURCES FOR MENTORS

- ◆ [7 Tips about How to Mentor Someone](#)
- ◆ [5 Ways to Become a Better Mentor](#)
- ◆ [If You Want To Be A Great Mentor Do These 5 Things](#)
- ◆ [The Relationship You Need To Get Right](#)

## MENTOR TIPS

**GUIDANCE** Share personal experiences and provide resources.

**ENCOURAGEMENT** Promote critical thinking and encourage self-reflection.

**STRUCTURE** Set boundaries.

**FOUNDATIONS** Establish clear goals and build trust.

**COMMUNICATION** Practice active listening and provide constructive feedback.

**SUPPORT** Be approachable and available.



# PROTEGE GUIDE

## QUESTIONS TO CONSIDER AS A PROTEGE

- Where do you want to take your career?
- What skills do you think you need to improve?
- What obstacles are you confronting?
- What concerns do you need help with?
- What fears do you have about your career progression?
- What are you confident about?
- What types of people/personalities do you find challenging? What skills do you need to make that process smoother?

## RESOURCES FOR YOU

- ◆ [Mentee Toolkit](#)
- ◆ [How to be a Good Mentee](#)
- ◆ [What Mentors Wish Their Mentees Knew](#)
- ◆ [How to be a Great Mentee](#)

## PROTEGE TIPS

**GOAL SETTING** Clarify your goals and set realistic expectations.

**ENCOURAGEMENT** Use open communication, practice active listening and be open to feedback.

**LEADERSHIP** Take initiative and risks.

**CONNECTION** Show gratitude and build relationships.