



DIVERSITY TOOLKIT

Mentoring with a Twist

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Agenda for Today's Webinar

- Introduction of partners and programs
- The Genesis
 - Why this partnership?
- Adult Mentoring
- Pairing selection
- Training and expectations
- Communication
- Measuring Success
- Lessons Learned



The Genesis

- PepsiCo Mentoring History
- STEM
- Million Women Mentors program overview
- University of Phoenix Mentoring History



Why is PepsiCo involved?

- PepsiCo has a long history of mentoring and a commitment to STEM



VISION

Establish PepsiCo as the #1 CPG company for attracting and retaining STEM talent.

- PepsiCo is a Platinum sponsor of Million Women Mentors
- Currently, we have over 200+ PepsiCo STEM Professionals that have volunteered for MWM to mentor girls in local communities



What is



?

Million Women Mentors®, launched as an initiative of STEMconnector®, supports the engagement of one million women and men in STEM to serve as mentors by 2018.

Our shared vision with more than 60 lead partners is to serve at least one million girls and young women from middle school to work age continuum to increase their interest and confidence to persist and succeed in STEM programs and careers.



University of Phoenix History

- Alumni mentor program
 - Started an alumni mentor program in 2011 but the platform was clunky and manual.
 - Underwent reconstruction with new platform in 2016.
 - Have paired over 6,500 alumni mentoring relationships since 2011
- Outside the alumni program the university has not had any other mentorship programs besides individual opportunities.



Audience Poll

If you are involved with mentoring, how did you find your mentor?

- A. Someone (boss, sponsor, colleague) recommended my mentor
- B. I am part of a mentoring program and that's how I met my mentor
- C. I had to find my own mentor

Adult Mentoring

- What is Adult Mentoring and how is it different?
- Topics of discussion
 - MWM has a mentor guide showing topics that may be discussed
 - Leave it open for organic conversation and mentoring
 - Topics discussed from direct feedback
 - Managing stress
 - Work life balance
 - Changes in work environment
 - Overcoming obstacles
 - Career goals and planning
 - Support on career advancement
 - Networking
 - IT trainings



Pairing Selection

- Bios created for mentors
- Mentee application
- What we considered when pairing:
 - Mentees' program
 - Mentors' current role and experience
 - Career Interests
 - Personal attributes and common interests
- Pairing was established during a two (2) hour phone and video conference.

Audience Poll

The relationship between PepsiCo and University of Phoenix is an example of different mentoring partnerships. Thinking about your organization, what partnerships might you consider?

- A. Working with a community college or technical school
- B. Internally at my own company between different departments
- C. Adult support organizations (ie: Hire Hero's USA)



Training and expectations

- PepsiCo mentor training
- Student mentee training
- Expectations
 - You both may be nervous during the first meeting and unsure how to get started.
 - Mentor or mentee will bring a set of experiences and values to the table which will be valuable to the other.
 - Trust takes time. Do not expect that you will each be immediately comfortable with the other. Rather, trust and open dialogue will evolve over time as you continue to meet.
 - Assume positive intent throughout the beginning of your mentor – mentee relationship. This can be summed up as assuming that the other has your best interests at heart.



Communication - Different Lines!

- Different forms of communication for mentor/mentee
 - Types of communication
 - Commitment to communication and to keep going through the learning process.
- Communication within both companies:
 - Mentee
 - Mentors

Audience Poll

If you currently are in a mentored relationship, what has been the hardest part of developing rapport?

- A. Getting started. I had a hard time getting to know my mentor.
- B. Propriety. I have had to struggle with knowing what I can and can't share or say.
- C. Time. My mentor hasn't had the time I need.
- D. No problems. We set the ground rules early and it has been good ever since.

Measuring Success

- Current survey feedback
 - Midpoint survey results: mentor and mentees
 - 85% say they are satisfied and that their mentoring expectations have been met thus far.
 - 93% are satisfied with their overall quality of their mentoring relationship
- Future survey—one year out

Measuring Success

- “My student below is THRILLED with her Pepsi mentor. I believe they speak at least once a month and the mentor gives the student advice, resources, and helps establish benchmarks/goals for the student. The student spoke highly of the her mentor in terms of her willingness to help and in terms of the rapport they’ve developed.” – *student counselor*
- “I have really enjoyed the mentorship so far. I have learned more about the IT industry, tips for job searching, stress management, etc” – *mentee*
- “At first, I didn't think I would have much of an impact and was concerned that my mentee and I didn't have much chemistry. But we started talking and I think it's been helpful. She was even recently promoting me and was thinking more about long term goals.”



Audience Poll

What question shall we ask Crystal?

- A. What was the biggest surprise from this program?
- B. How important is it to have dedicated PepsiCo staff to help manage this program?
- C. What do you think motivates so many PepsiCo employees to be a mentor?



Lessons Learned/Best Practices

- Mentor/mentee training
- Have a “KICK-OFF” meeting with all parties
 - Reduces anxiety
 - Sets expectations
 - Answers initial questions
- Pairing
 - Mentor Bios created
 - Mentee application
 - Be mindful of locations and time zones
 - Personalities and common interests
- Provide suggested discussion topics and conversation et

Audience Poll

What question shall we ask Lindsay?

- A. What advice do you have for someone who has little experience setting up mentoring programs?
- B. How much does the face-to-face mentoring matter, vs mentoring without meeting your mentor/mentee?
- C. What is the appropriate size for an initial group to get started?



Questions

Submit your questions using the Chat box!



For More Information

- Check out Million Women Mentors online
- Email Crystal Kennedy at Crystal.Kennedy@pepsico.com
- Email Lindsay Sesate at Lindsay.Sesate@phoenix.edu
- Submit other mentoring questions to NUDC, and check out our “Mentoring Myths Decoded” Prezi to learn more about different types of mentoring roles at www.nudc.com

