

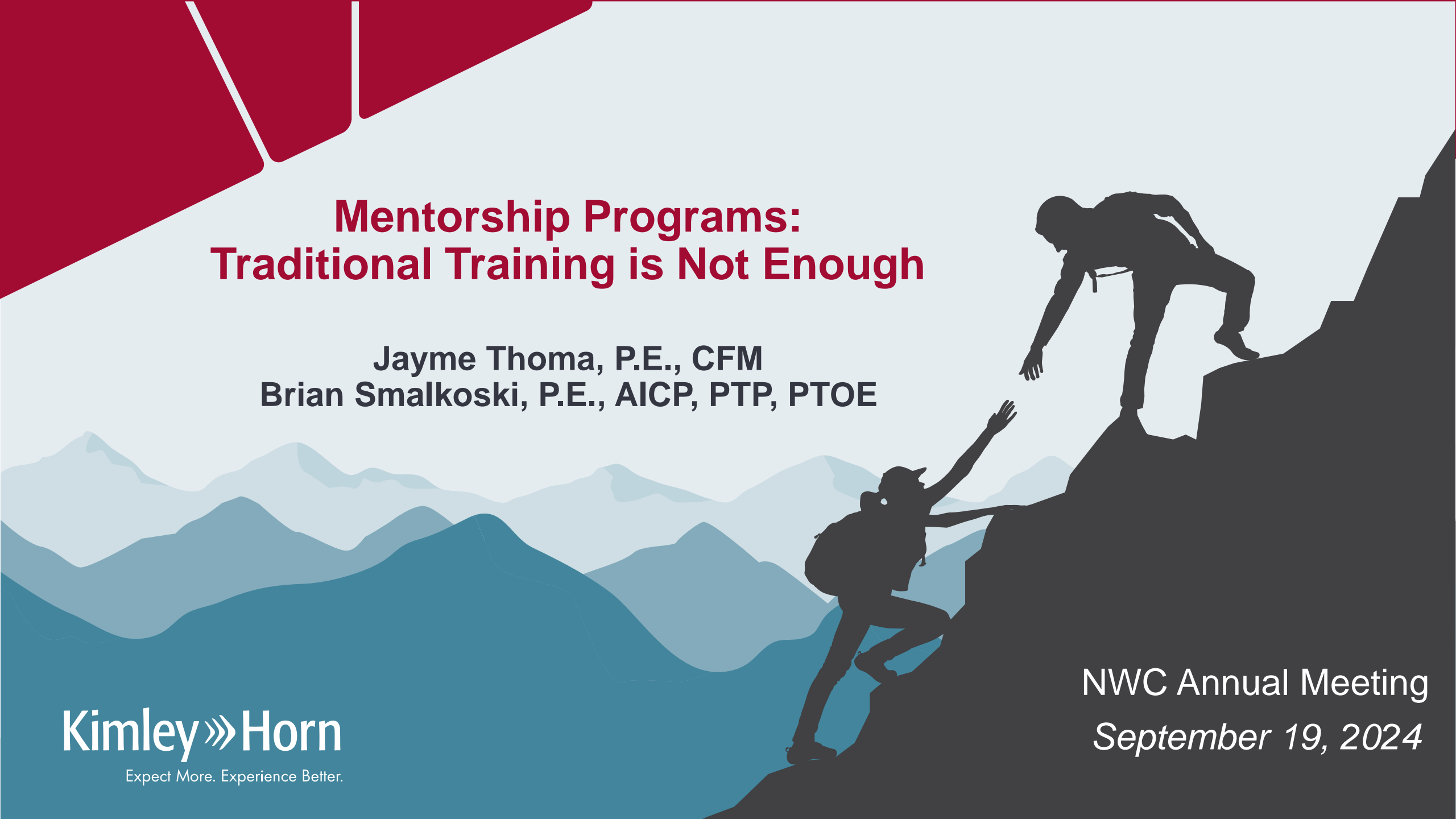
# Mentorship Programs: Traditional Training is Not Enough

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**Kimley»»Horn**

Expect More. Experience Better.

NWC Annual Meeting  
*September 19, 2024*





# Agenda



What does training look like at Kimley-Horn?

Why did we establish a mentorship program?

How do we create a vulnerable space?

What is included in the program?

What are our success stories?





# What Does Training Look Like at Kimley-Horn?

Technical  
Training

Fundamentals  
of Consulting

Fundamentals  
of Practice

LIFT Career  
Development

Consultant  
Training

Fundamentals  
of Business





## Why Mentorship?

- A different and deeper investment than standard training
- A targeted and specific investment in a mentoring program for our Emerging Leaders
  - 100 hours of time per person
  - One-year commitment
- By invitation only – hand selected individuals





# What is the Program?

- Mentor program exercised in each region of the firm, branded to that region and its needs
- 24-32 Mentees annually
- 12-16 Mentors annually
- Establish connections and meet in multiple formats
  - Large groups, small groups, and one-on-one
- Set the stage for peer mentoring/support
  - Peer-to-peer connections



## What Are Some Additional Program Details?

- Mentees drive the program
- Some structure is provided
  - Options/ideas/best practices shared
- Combination of virtual and in-person meetings
- Large and small group meetings
- One-on-one connections
- Meeting additional peers
- Meeting additional senior leaders





## What Are Our Success Stories?

- Lifetime of connections between mentees and mentors after the program has ended
  - Allows continued growth of each person in the program
- Several of our previous mentees have gone on to help grow the firm by:
  - Growing new markets
  - Driving additional growth in existing markets
  - Opening new offices



## What Are Our Success Stories?

**15%** of work won and managed is from the latest three years of mentees

The program over the last decade has resulted in the **development of many leaders... who continue to lead our firm**

**Many of our mentees return to be mentors in subsequent years**





# THANK YOU

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