

# Grow Together: From Volunteers to Leaders Through a Self-Organizing Mentoring Ecosystem

13 June 2026 | 15:00-16:00

**PMI Culture Value:** Together We Can, Aim Higher

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Director, Administration, PMI Bangladesh Chapter

**Pratik Kumar Singh**

Treasurer, PMI West Bengal Chapter

# Session Description

What started as informal mentoring efforts in the PMI Bangladesh and West Bengal Chapters evolved into structured, self organizing mentoring ecosystems with measurable results. In this session, speakers share how intentional design, simple rules, and clear accountability transformed mentoring into a powerful engine for engagement and leadership development. Attendees will explore practical approaches to move beyond ad hoc mentoring and create scalable systems that consistently build a pipeline of confident, capable future leaders.

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- This presentation is for registered attendees of APISA LIM 2026.

# Menti meter Question Slide 1 (hidden)

## Opening Word Cloud

Opening Word Cloud

**Question Type:** Word Cloud

### **Question:**

“When you hear the word *mentoring*, what is the first word that comes to your mind?”

# Menti meter Question Slide 2 (hidden)

**Question Type:** Multiple Choice

**Question:**

“How would you describe mentoring in your organization/chapter today?”

**Options:**

- Well-structured and effective
- Informal but helpful
- Depends on individuals
- Limited or inconsistent
- We do not have a mentoring culture yet

Audience Experience Check

# Learning Objectives

At the conclusion of this session, attendees will be able to:

- Design mentoring ecosystems that are scalable, structured, and aligned to chapter leadership needs
- Apply simple, rule-based frameworks that enable mentoring to self organize and sustain itself
- Use mentoring strategically to strengthen engagement and develop a continuous pipeline of future leaders



Across many PMI chapters, mentoring exists more as goodwill than as a system. Mentors are willing. Aspirants are eager. But as chapters grow, manual coordination becomes difficult to sustain.”

What if mentoring could run because the architecture made it inevitable?

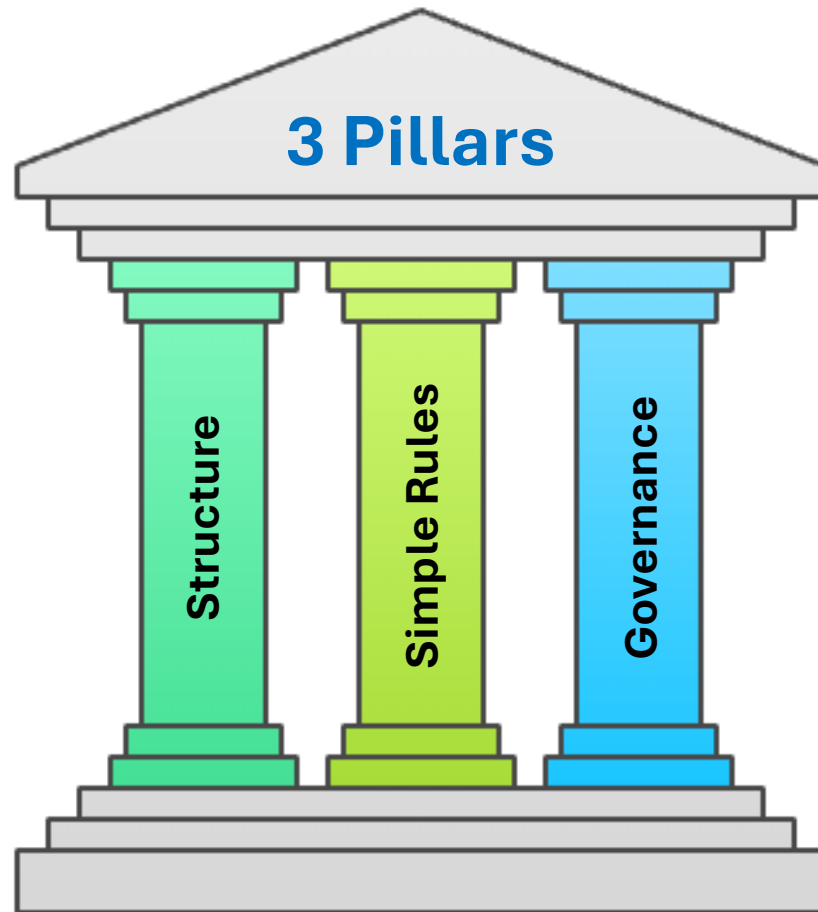
# Why It Was a Problem?

- Mentoring exists in most organizations, but often
  - Informal
  - Hard to scale
  - Dependent on individuals
  - Difficult to sustain
- Volunteers joining, but not growing
- Leadership pipeline was weak
- Engagement dropped after initial enthusiasm

**Without structure, mentoring cannot scale.**

# Grow Together Model

# The “Grow Together” Model



## Structure

Defines the program's lifecycle, roles, and expectations.



## Rule-Based Design

Establishes matching logic, engagement rules, and feedback checkpoints.



## Governance with Light Touch

Implements automated reminders, progress tracking, and recognition.

**Structure + Rules + Light Governance  
= Self-Organization**

**We simplified mentoring so that it could scale without heavy control.**

# Operating Model (Universal Lifecycle)

## Continuity

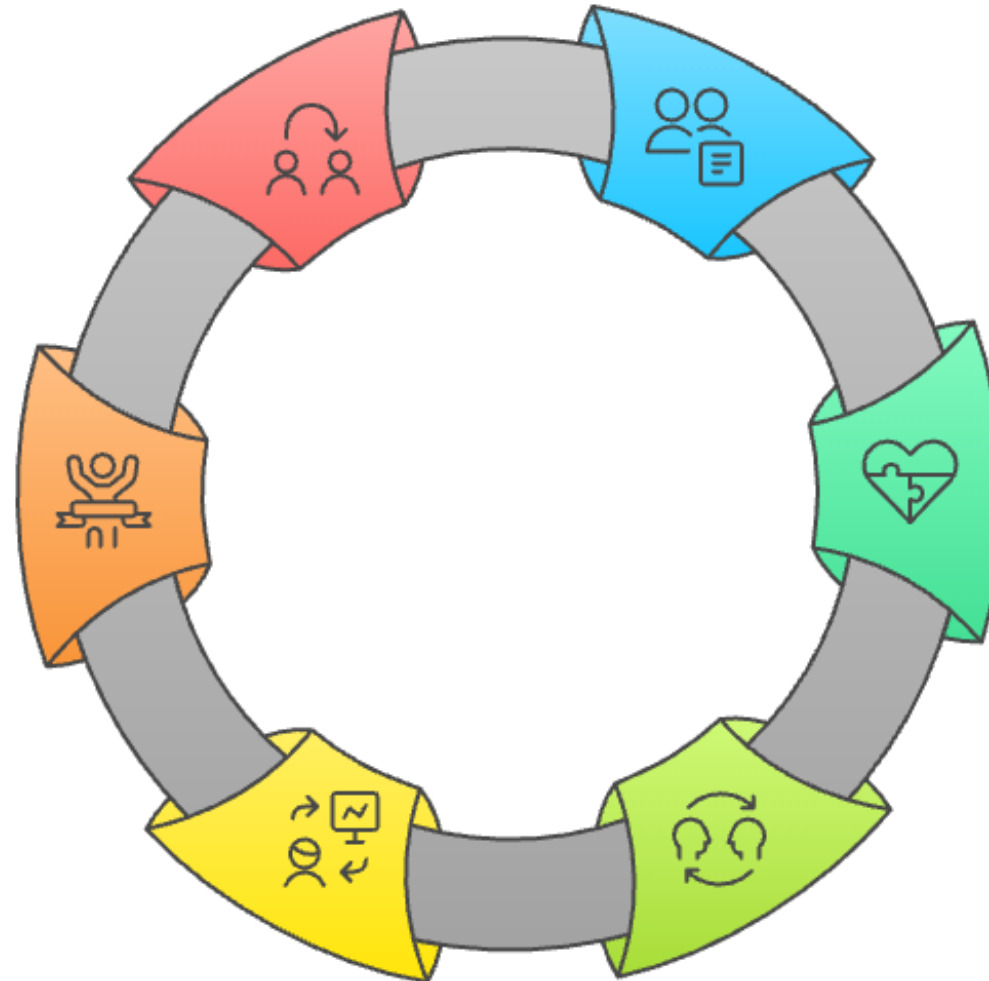
Encouraging mentees to become future mentors

## Closure & Recognition

Formal conclusion of the program with acknowledgments

## Tracking & Feedback

Monitoring progress and providing constructive input



## Enrollment

Structured intake process for new participants

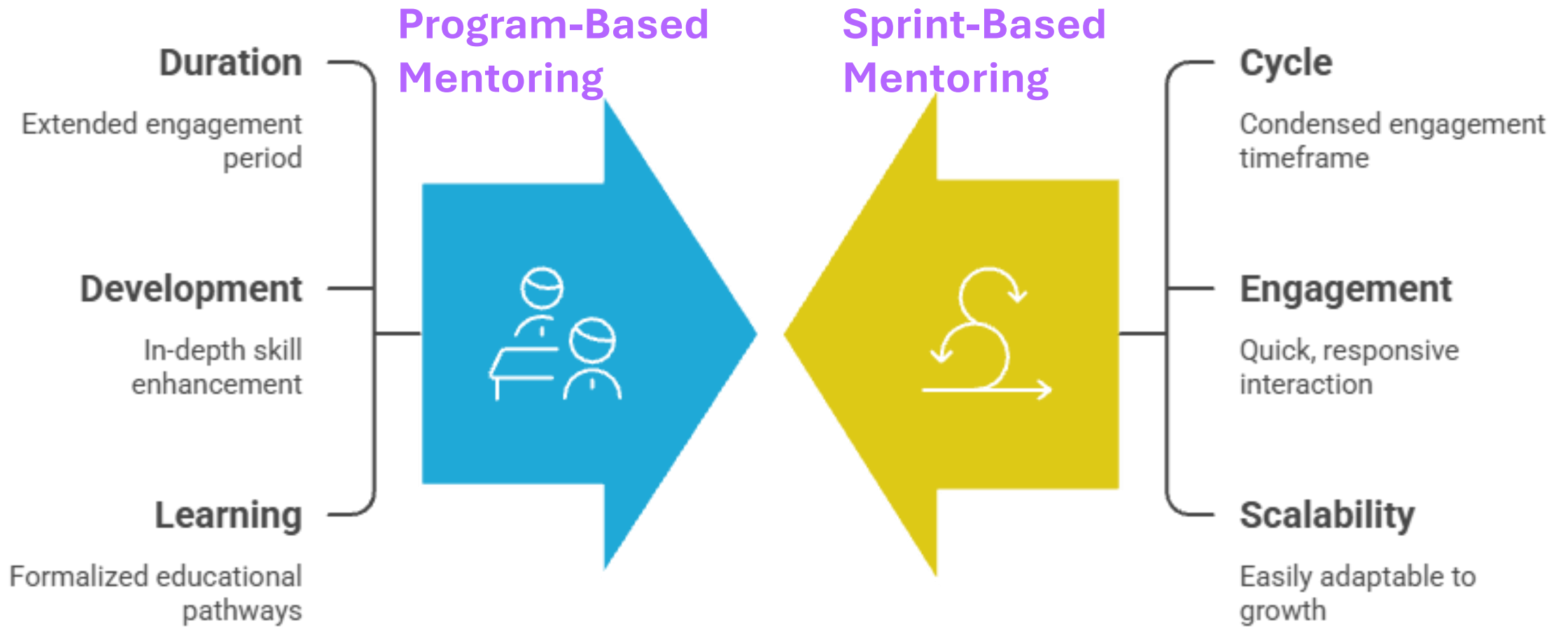
## Matching

Rule-based and algorithmic pairing of mentors and mentees

## Mentoring Cycle

Guided yet flexible sessions for development

# Operating Modes



**Different contexts require different mentoring cycles—but the system remains the same.**

# Success Stories

## Bangladesh and West Bengal

### Chapter

# Bangladesh Chapter

# The Turning Point

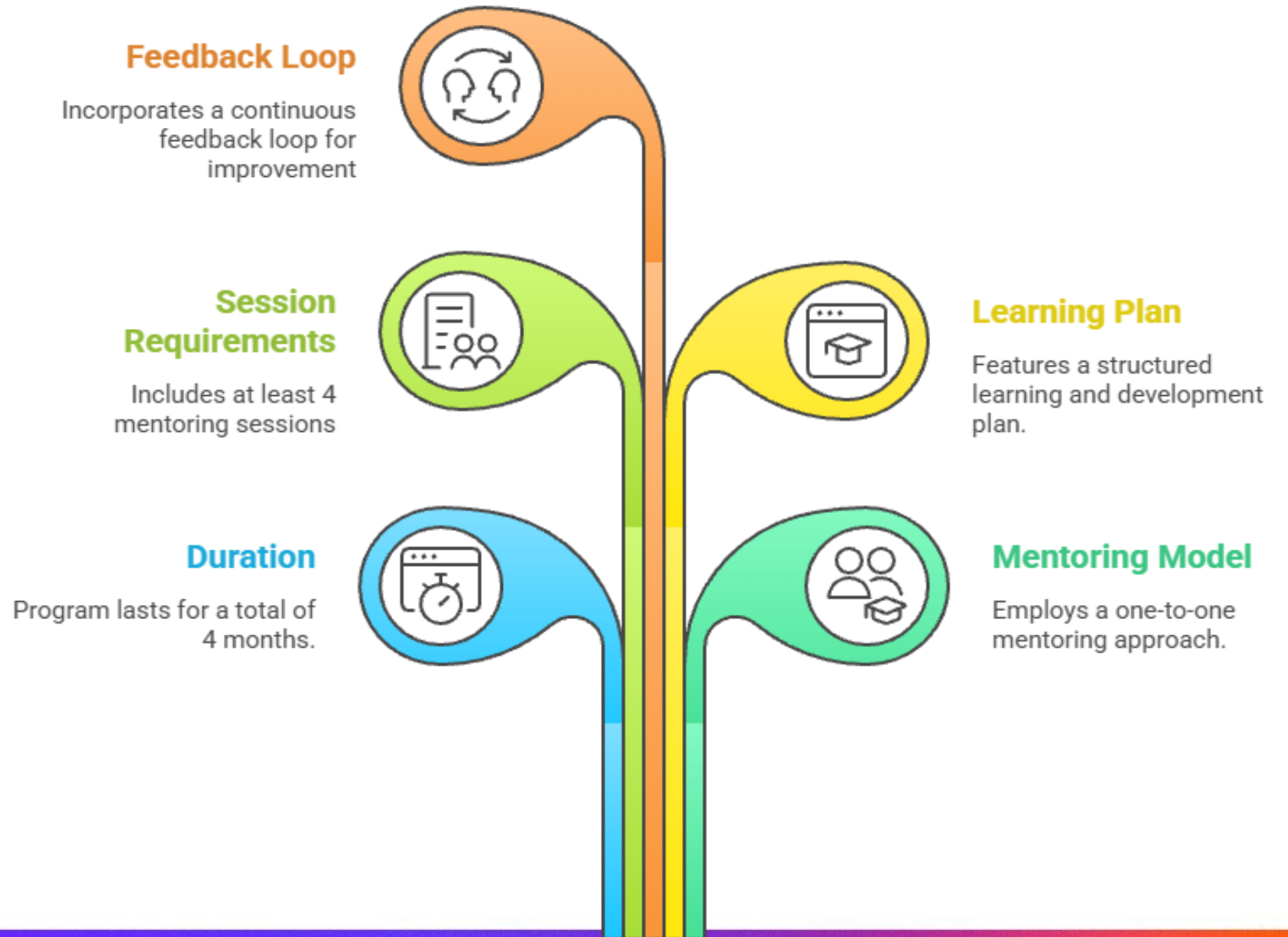
- Rapid chapter growth
- Increasing demand for guidance
- Realization:
  - Ad-hoc mentoring ≠ sustainable leadership development

**We didn't need more mentors—we needed a better system.**

# Objectives of the Program

- Foster professional growth of project managers
- Facilitate knowledge sharing between experienced mentors and aspiring mentees
- Strengthen the project management community in Bangladesh
- Support career development and leadership capacity
- Encourage knowledge transfer & best practice sharing
- Create a sustainable learning culture

# Mentoring Framework



# Process Flow



# Program Announcement

## Mentor EOI Form

The Project Management Institute Bangladesh Chapter (PMIBD) is launching its Mentoring Program for 2024. If you are interested in participating as a Mentor, are invited to complete the application form. Please be assured that all information collected through this form will be used solely for the purpose of administering the Mentoring Program. The data provided will not be shared with any individuals or entities not directly involved in the program. Your privacy and confidentiality are of utmost importance to us.

Full Name \*

Short answer text

Gender \*

- Male
- Female

What is your age range? \*

- Below 25
- 25-30
- 30-35
- 35-40
- 40-45
- 45+

## Mentee Registration Form

The Project Management Institute Bangladesh Chapter (PMIBD) is launching its Mentoring Program for 2024. Chapter members interested in participating as a Mentee are invited to complete the registration form. Please be assured that all information collected through this form will be used solely for the purpose of administering the Mentoring Program. The data provided will not be shared with any individuals or entities not directly involved in the program. Your privacy and confidentiality are of utmost importance to us.

Full Name \*

Short answer text

Gender \*

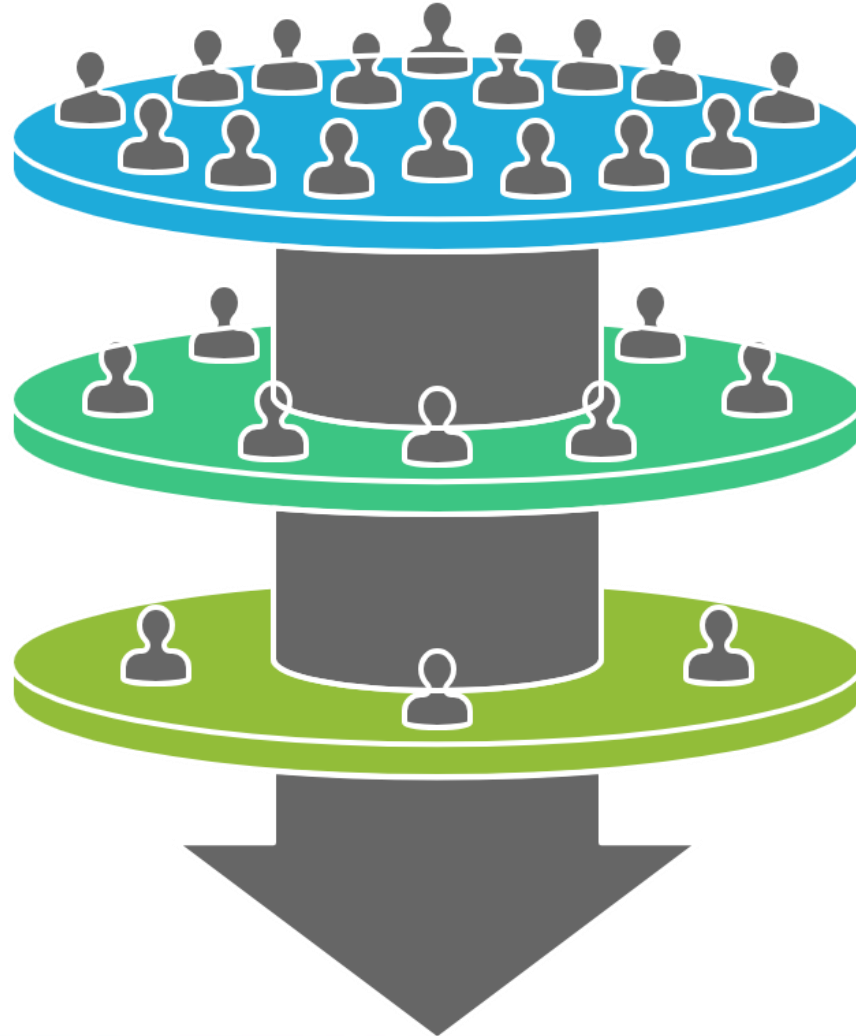
- Male
- Female

What is your age range? \*

- Below 25
- 25-30
- 30-35
- 35-40
- 40-45
- 45+

Email Address \*

# Mentor-Mentee Matching



Application Screening



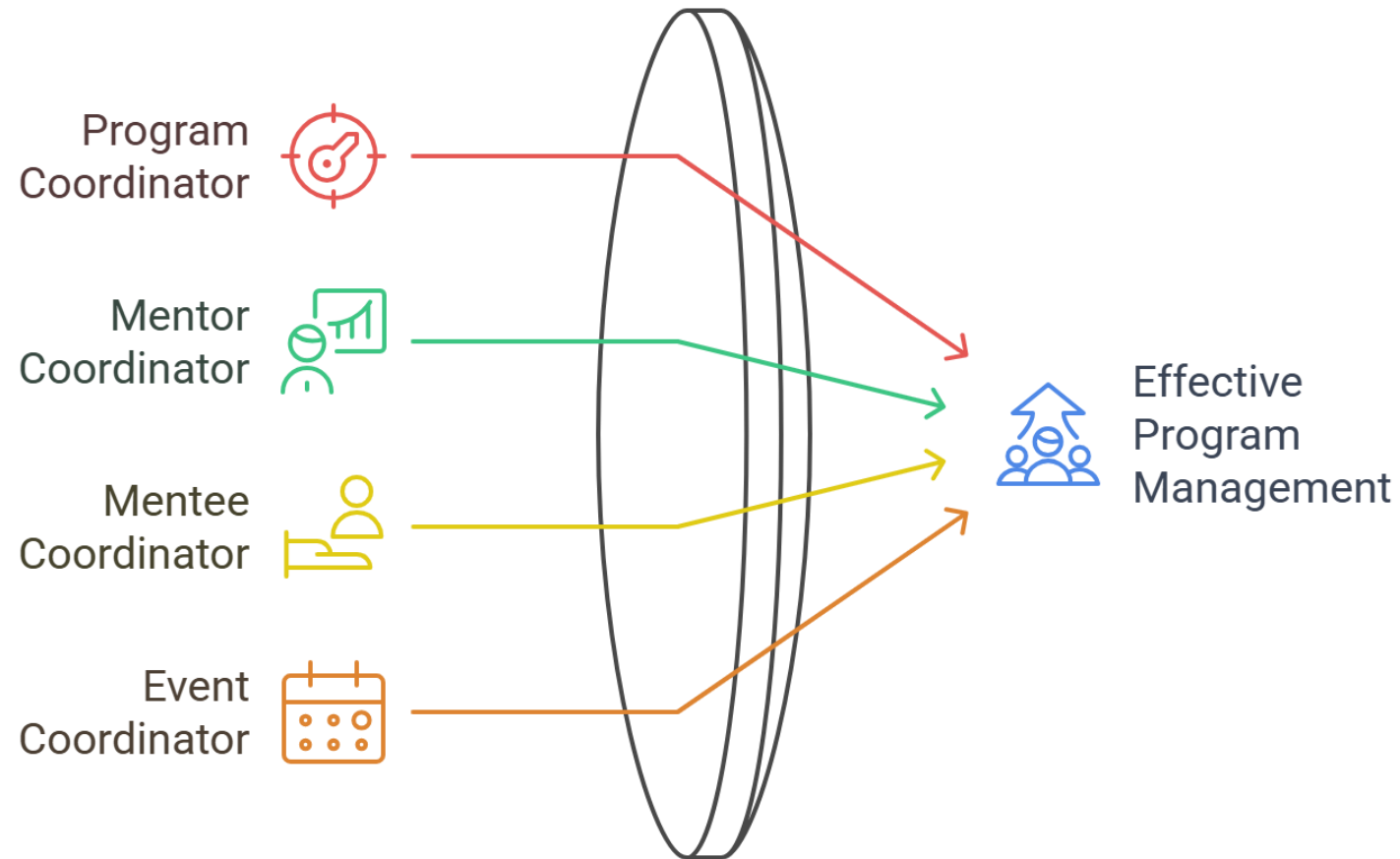
Profile Matching



Goal Alignment

# Program Management

## Team Roles in Program Success



# Program Execution

## Mentor Orientation

Initial mentor training



## Mentee Orientation

Mentee introduction to program



## Mid-program check and feedback

Progress review and conflict resolution



## Kick-off Session

Program launch and guidelines



## Program Closing Session

Program conclusion and celebration



# Program Execution



The PMI Bangladesh Chapter's Mentoring Program is designed to connect experienced project management professionals with mentees seeking to advance their skills and careers in project management. The program provides mentees with guidance, support, and insights through structured, one-on-one interactions with mentors. It aims to foster knowledge exchange, professional growth, and networking opportunities.

The Mentoring Program spans 2 to 4 months, during which both mentor and mentee agree to commit to this mentoring partnership. At the end of this period, the mentor and mentee should discuss whether to continue their mentoring relationship.

#### MEETING LOGISTICS

- As a member of the Mentoring Program, you have committed to meet with your mentor or mentee on a monthly basis, at least twice per month or more. You and your partner will decide where, when and how you will meet.
  - Discuss whether or not you want to increase the number of mentoring meetings and work towards a mutual understanding that satisfies both of your needs.
  - Specify the length of each meeting prior to meeting and stick to it.
  - Meetings will be virtual/ in person which is convenient for both Mentor-Mentee pair.
  - Be prepared when you meet. Have all necessary items with you, such as a notebook, pen, articles, agenda items you want to discuss with you mentor or mentee.
- If a conflict occurs, try to solve it immediately.
  - Practice active listening.
  - Ask thoughtful, thought-provoking questions.
  - Provide objective feedback and guidance.

#### EXPECTATIONS

- Explore the roles you each envision to have. Should the Mentor act as a coach, sounding board, or more of a teacher? Many mentors help mentees find information or guide them to find other help they may need.
- Take time to identify goals, what each of you wants to gain from the experience.
- As a mentor, don't assume that all advice will be followed. Some of it may be incorrect or not an area of interest of the mentee, and that's okay. Try to understand how the mentee wants you to help, and work towards getting there.

#### COMMUNICATION

- Decide when, how and the frequency each of you can be reached. Don't assume that the other party can be reached at all times.
- Be open and transparent when communicating.
- Each party takes the lead. Don't assume the mentor or the mentee will suggest all activities and do all the leading.



## Mentoring Program Agreement

This Mentoring Agreement is signed on DD-MM:2025 between

(Name of Mentor)

\_\_\_\_\_

and

(Name of Mentee)

\_\_\_\_\_

The agreement is based on the following terms and conditions:

- We agree to abide by the PMI® Code of Ethics and Professional Conduct.
- We will mutually agree on a mentee development plan and will use this plan as the basis for mentoring activities. We will measure our progress regularly.
- As participants of the PMI Bangladesh Chapter 2025 Mentoring Program, we agree to provide feedback and respond to surveys to enable the continuous improvement of the program.
- We understand that this agreement can be terminated before the end of the intake if both parties agree that the mentee's development plan has been successfully completed, or for any other reason.
- We agree that we will review the progress of the mentoring relationship after 6 weeks and if the relationship is not working for either party, we will terminate this agreement amicably.
- We acknowledge the importance of trust in the mentoring arrangement and agree to keep our discussions strictly confidential.

Mentor signature \_\_\_\_\_ Date: \_\_\_\_\_

Mentee signature \_\_\_\_\_ Date: \_\_\_\_\_



PMI Bangladesh Chapter  
MENTORING PROGRAM  
2025

## OBJECTIVE Setting

This form is provided as a guide only to capture the mutually agreed objectives of the Mentoring Relationship and how to measure progress as well as success.

(Name of Mentor) \_\_\_\_\_ and

(Name of Mentee) \_\_\_\_\_

We have aligned on the following:

The objectives of our Mentoring Relationship are to achieve the following outcomes:

What are the Outcomes?	By when
1. _____	_____
2. _____	_____
3. _____	_____

How would you like to achieve desired outcomes? (for mentee to fill up)

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

What prevents you from succeeding? What would you like to be better at? Why? (for mentee to fill up)

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_



PMI Bangladesh Chapter  
MENTORING PROGRAM 2025

## Mentoring Meeting Record

This form is provided as a guide only. Mentors and mentees are encouraged to discuss and agree on the level of formality they will apply to the record keeping for their mentoring sessions. Note that you are required to participate for a minimum of 6 hours in order to obtain 6 PDUs.

(Name of Mentor) \_\_\_\_\_ and

(Name of Mentee) \_\_\_\_\_

Date and time of meeting: \_\_\_\_\_

Duration: \_\_\_\_\_

Key Topics Covered:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Achievements Since Last Session:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Items To Be Actioned Before Next Session

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Date, time for next session: \_\_\_\_\_

*\*IMPORTANT - Please ensure that you both retain copies of this form for your records to obtain PDUs.*

# Program Execution & Monitoring



## PMI Bangladesh Chapter

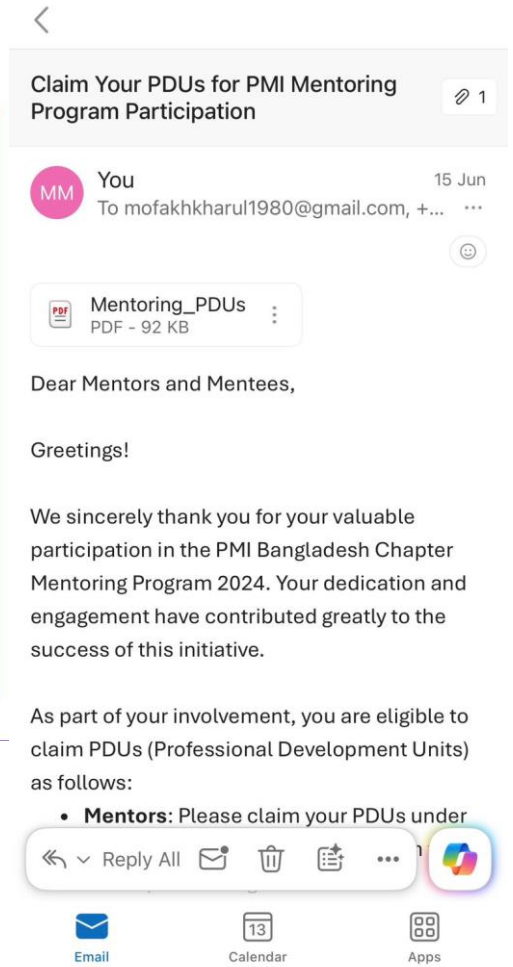
### Mentoring Program

#### Record of Mentoring Sessions

Sl.	Mentee	Mentor	# of Sessions	# of Hours	Minutes Provided?	PDU's
1.	Md Hasibur Rahman	ABM Mofakhkharul Islam	6	8	Yes	8
2.	S. M. Omar Faruque	Mohammed Aktaruzzaman Hasan	3	6	Yes	6
3.	Ahnaf Sakib	Radha Somasundaram	0	0	NA	0
4.	Mostafizur Rahman	Mahbubur Rahman	4	8	Yes	8
5.	Md. Adib Ibne Yousuf	Md. Shariful Alam Malik	6	8	Yes	8
6.	Md. Akram Hossain	Mohammad Majharul Haque	3	6	Yes	6
7.	Md Tahmidul Islam	Faiyaze Feroze	4	8	Yes	8
8.	Md Shamsul Arafin	Ashfaq Ahmed	4	8	Yes	8
9.	Sadman Sakir	Md. Arif Hossen	4	4	Yes	4
10.	Mohammad Dulal Hossain	G. M Shifatur Rahman	4	8	Yes	8
11.	BM Mostafa Mahmud Alvi	Md Maynul Haque	3	6	Yes	6

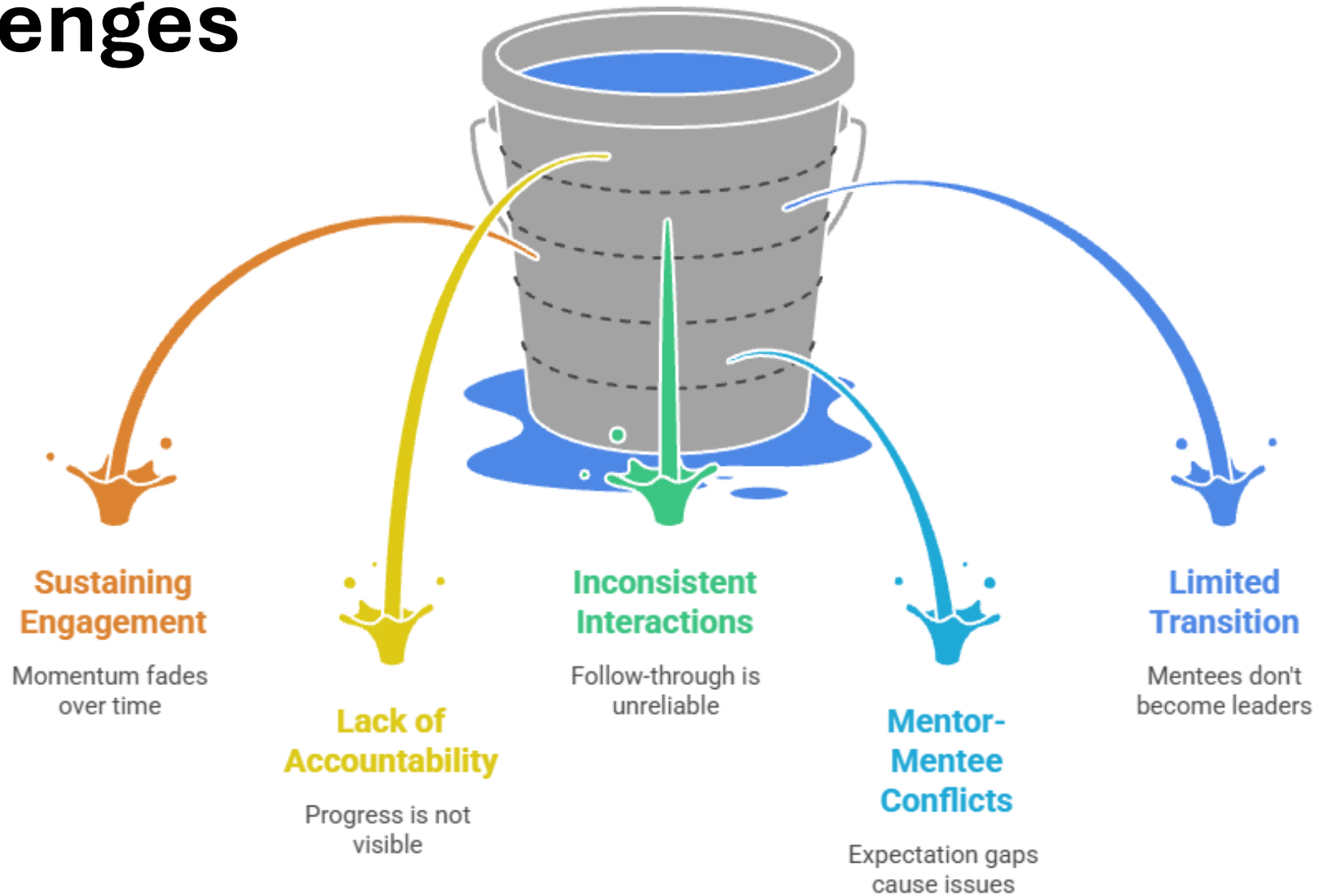


# Program Closure & Recognition



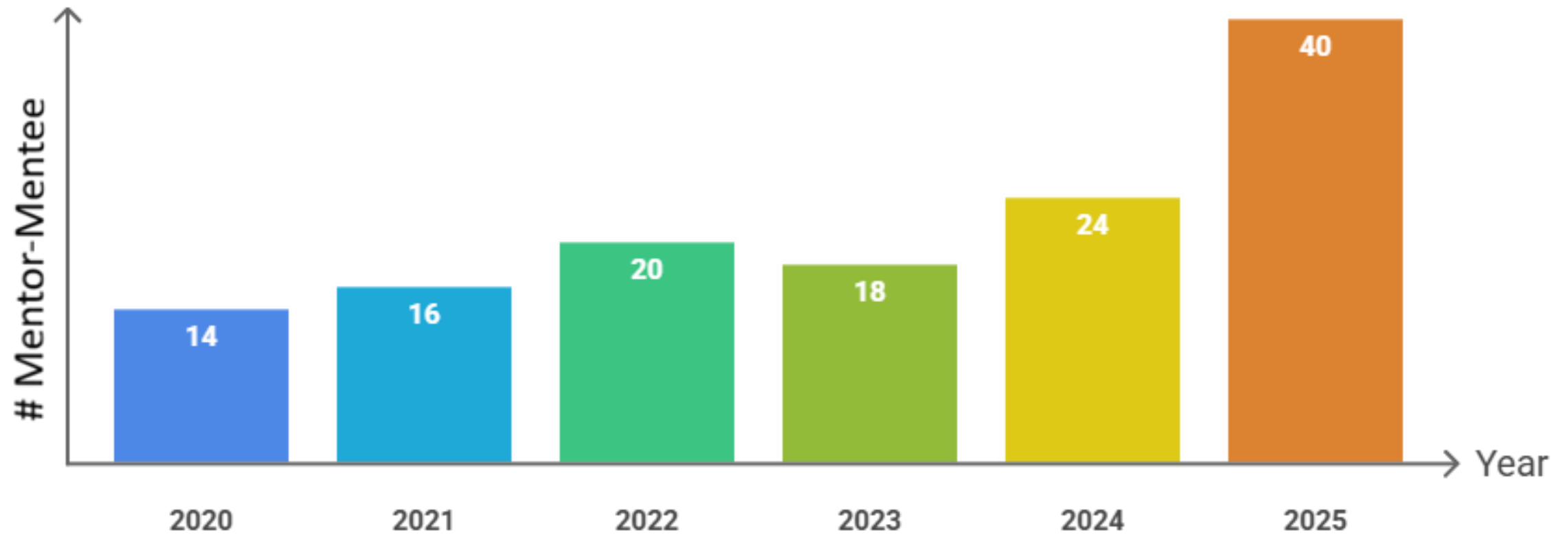
# Challenges We Face

# Challenges



# Results

# Outputs



# Key Outcomes

1

## Sustainable knowledge-sharing ecosystem

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The program nurtures continuous collaboration between experienced professionals and emerging leaders. It creates a culture of lifelong learning where insights, best practices, and experiences are exchanged regularly.

2

## Improved project management standards in Bangladesh

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By equipping mentees with global best practices, the program raises the overall quality of project delivery. This contributes to stronger governance, efficiency, and accountability in local organizations.

3

## Leadership pipeline for future PMI initiatives

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Mentoring cultivates confident leaders who can take active roles in PMI Chapter activities. It ensures a steady flow of capable professionals to drive future projects and community growth.



Md. Mashiur Rahman



Sazzad Ar Rahman



Rashed Baree



Abu Nayem Khan

Became Chapter Leaders

“

Being a mentor allowed me to give back to the community while also learning from the fresh perspectives of my mentee. It was truly a rewarding experience.”



~ Mohammed Majharul Haque, Mentor

“

This program gave me the confidence and direction I needed to grow as a project manager. My mentor's guidance turned challenges into learning opportunities.

~ Md. Adib Ibne Yousuf, Mentee



# West Bengal Chapter

# Grow Together - Phase wise Plan

## Inception

**Jan 10 – Feb 16**

- Inception
- Planning
- Structured Enrolment
- Rule-Based Matching
- Program Design & Governance

## Execution

**Feb 16- Mar 1**

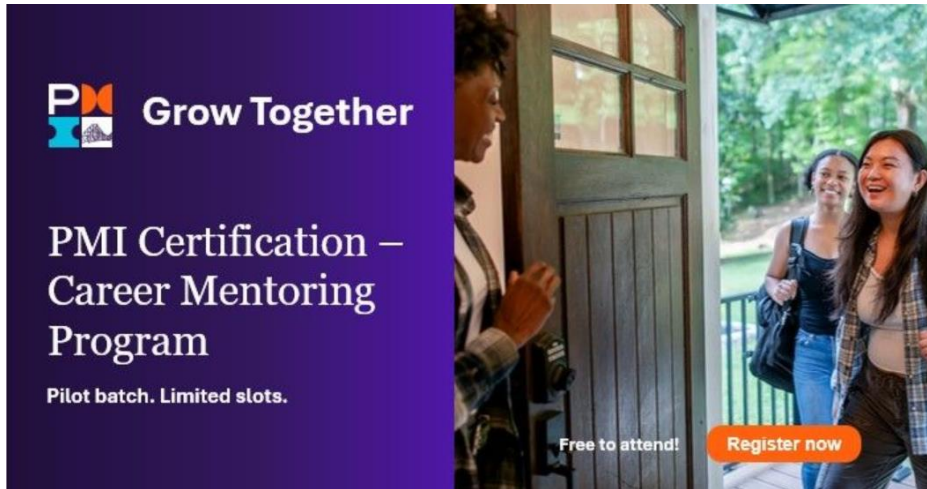
- Self-Organizing Mentoring
- Deadline-Driven Structure
- Automated Reminder Governance

## Analysis

**Mar 1 – Mar 6**

- Completion Tracking
- Feedback & Experience Insights
- Recognition & Continuous Improvement

# Structured Enrolment



## Key Details


- One Mentor ↔ One Candidate
- ~60-minute structured mentoring session
- Online / In-person (mutually agreed)
- Zero cost (volunteer-driven initiative)
- Ethical, non-training, non-hiring format

## Timeline (Pilot Batch – Limited Slots)

- Nominations Open: Till 16th Feb 2026

⚠ Early nomination is strongly recommended as slots are limited.

[View this email in your browser](#)

 **Project Management Institute.**  
West Bengal

Section 1 of 3

PMI West Bengal Chapter – PMI Certification Mentoring Program | Mentor Registration

Form description

PMI ID \*  
Short answer text

Full Name \*  
Short answer text


Email ID \*  
Short answer text

Contact number \*  
Short answer text

PMI Certification Held \*

- PMP
- CAPM
- PMI-ACP
- PgMP
- PfMP
- PMI-RMP
- PMI-SP
- PMI-CP
- Other: .....

Sanjukta Sanyal  
VP - Communication, PMI West Bengal Chapter

 **Project Management Institute.**  
West Bengal

Section 1 of 4

PMI West Bengal Chapter – PMI Certification Mentoring Program | Candidate Intake

This form helps us understand your PMI certification goals and readiness.  
⚠ This is a mentoring-only program. No training, coaching, exam questions, or guarantees are provided.

PMI ID \*  
Short answer text

Full Name \*  
Short answer text

Email ID \*  
Short answer text

Contact number \*  
Short answer text

Target PMI Certification \*

- PMP
- CAPM
- PMI-ACP
- PgMP
- PfMP
- PMI-RMP
- PMI-SP
- PMI-CP
- Other: .....

# Rule-Based Matching

Algorithm Based AI  
Powered Matching Logic

Full Name	Email ID	Contact number	Target PM	Total Years	Current Role / Designatio	Industry / Domain	Current Certification Status	Tentative Exam Timelin
Pallaw Kumar Thakur	pallaw.thakur@gmail.com	8939067652	PMP	8+ years	Scrum Master	IT / Software,	Application approved	3-4 months
Arvind Singh	arvind.exe@gmail.com	9836015252	PMP	8+ years	Regional Technical Suppo	IT / Software	Planning to apply	3-4 months
Sayan Dutta	sayandutta20@gmail.com	8281721758	PMP	8+ years	Leadership Training Man	IT / Software	Planning to apply	5-6 months
Puja Sahoo	puja.sahoo6537@gmail.com	7978005315	PMP	5-8 years	Project Engineer	Manufacturing	Exam scheduled	Within 1-2 months
Kishalaya Nath	mymailkishalaya@gmail.com	8420042951	PMP	8+ years	Sr. Project Manager	IT / Software	Exam scheduled	Within 1-2 months
AVINASH GADHWAL	avinashgadhwal15@gmail.com	8235244057	PMP	5-8 years	Assistant Manager	Construction / Infrastruc	Exam scheduled	Within 1-2 months
SAIKAT CHAKRABORTY	skc.214130@gmail.com	9051183956	PMP	8+ years	Sr. Manager - Projects	Construction / Infrastruc	Application approved	Within 1-2 months
Kishon Dey	er.kishondhey@gmail.com	91376619	PMI-ACP	8+ years	NA	IT / Software, Consulting	Planning to apply	3-4 months
Ranjan Kumar Sahoo	ca.sahooranjan@gmail.com	760321619	PMP	8+ years	Manager IS, Junit	IT / Software	Planning to apply	Within 1-2 months
shalini priyanka	shalini.shalini51@gmail.com	7738572753	PMI-ACP	8+ years	program manager	IT / Software	Application approved	3-4 months
Dulal Nandy	dulalnandy4u@gmail.com	9531823506	CAPM	8+ years	Colonel	Government / PSU	Planning to apply	3-4 months
Rashmi Ranjan Swain	rash_nelord@yahoo.co.in	8603679921	PMP	8+ years	Sr Planning Lead	Construction / Infrastruc	Application approved	Within 1-2 months
Ayaskant Nanda	Ayaskantnanda@gmail.com	8114366969	PMP	8+ years	Program Manager - IT	IT / Software	Exam scheduled	Within 1-2 months
Surajit Maiti	surajitmaiti09@gmail.com	8170812830	PMP	8+ years	Research Scientist, Lead o	Manufacturing, Healthca	Application approved	Within 1-2 months
Biswajit Saha	biswa.elec@gmail.com	9903884997	PMP	8+ years	Business Analyst	IT / Software	Application approved	Within 1-2 months
Aslam Zafar	aslamstruct@gmail.com	9435718494	PMP	8+ years	Project Engineer	Government / PSU	Application submitted	Within 1-2 months
Somen Ghosh	somen.ghosh@bt.com	98367171628	PMP	5-8 years	PMO Professional	Telecom	Application approved	Within 1-2 months
Anup Kumar Pal	anupkumarpal@gmail.com	9831055446	PMP	8+ years	Sr.Project Manager	IT / Software	Planning to apply	3-4 months

Mentees Data Set

PMI ID	Full Name	Email ID	Contact number	PMI Certification Held	Year of Mi	Certification th	Areas You	Max Sessi	Current R	Industry / Preferred	Prefer
12152459	Shamsudoha Molla	kaiser310@gmail.com	918697E+11	PMP	Within las	PMP	Applicatio	3	Independent	Manufact	Online OR Week
8544729	Shalini Priyanka	shalini.shalini51@gmail.com	7738572753	PMP	1-2 years	PMP	Applicatio	1	Program n	IT / Softw	Online OR Week
4291999	MOHAMMED KALEEMUR RAHMAN	kalim1.13@gmail.com	9886786146	PMP	Within las	PMP	Applicatio	1	Senior prc	IT / Softw	Online OR Week
4291110	Md. Abrar Ahmad Quadri	abrar.jmi@gmail.com	8800600488	PMP	Within las	PMP	Applicatio	3	Sr. Manag	Constructi	Online OR Week
2158277	Dr. Ambarish Gupta	gupta.ambarish@gmail.com	9.71564E+11	PMP, PMI-ACP, PgMP, PfMP, PMI - PMOCP	1-2 years	PMP	Applicatio	2	Associate	BFSI	Online OR Week
6749718	Ambika Prasad Chanda	chanda.ambika@gmail.com	7978980020	PMP	Within las	PMP	Applicatio	3	Delivery	IT / Softw	Online OR Week
2113824	Bhuvana Sundar Soorappaiah	mailbhuvana@gmail.com	9176456083	PMP, CAPM, PMI-ACP, PMI-PBA	More thar	PMP	Applicatio	2	Program	Automoti	Online OR Week
8092121	Nandini Roy Chowdhury Pande	nandini.rcp@gmail.com	90516700	PMP	Within las	PMP	Applicatio	1	Last was	PIT / Softw	Online OR Week
2545214	Supratim Sen	supratim09@gmail.com	967461775	PMP, PgMP, PfMP	1-2 years	PMP, PfMP	Applicatio	2	Senior Sec	Constructi	Online OR Week
590100	Sunando Chaudhuri	sunando.chaudhuri@gmail.com	9.7156E+11	PMP, PgMP, PfMP	More thar	PfMP	Applicatio	2	Director -	IT / Softw	Online OR Week
8657984	Subham De Sarkar	desarkar.subham@gmail.com	9123035422	PMP	1-2 years	PMP	Applicatio	2	Pricipal W	Constructi	Online OR Week
2826707	Jaydip Das	jaydipdas@gmail.com	9884034254	PMP, PMI-ACP	More thar	PMI-ACP	Applicatio	1	Managem	IT / Softw	Online OR Week
5265088	SOUMYA MUKHERJEE	cyberprivate@gmail.com	8910129527	PMP	Within las	PMP	Applicatio	2	CONSULTI	IT / Softw	Online OR Week
865866	SOUMEN RAY	CONTACT: soumenray@gmail.com	9830392410	PMP, PMI-CPMAI	Within las	PMI-CPMAI	Exam stru	1	Program	IT / Softw	Online OR Week
5265088	SOUMYA MUKHERJEE	cyberprivate@gmail.com	8910129527	PMP	Within las	PMP	Applicatio	2	CONSULTI	IT / Softw	Online OR Week
2643933	Anupam Biswas	its4anupam@gmail.com	9831297892	PMP, PMI-ACP	More thar	PMI-ACP	Study stra	1	Leadershij	IT / Softw	Online OR Week
4036462	Piyali Khandikar	khandikar.piyali@gmail.com	8334961414	PMP	Within las	PMP	Study stra	1	Cloud Seci	IT / Softw	Online OR Week
9558043	Lopamudra Bhaduri	Lopamudra@gmail.com	9007311882	PMP	2-3 years	PMP	Applicatio	1	Director P	IT / Softw	Online OR Week

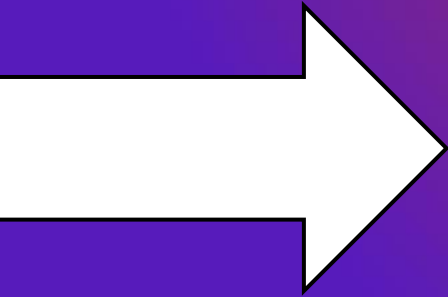
Mentors Data Set

# Rule-Based Matching

Mapping ID	Mentee Name	Mentee Email	Mentee Phone	Target Certification	Current Certification Status	Top 3 Are: Mentor Name	Mentor Email
PMP_001	Pallaw Kumar Thakur	pallaw.thakur@gmail.com	8939067652	PMP	Application approved	Understar Shamsudoha N	kaiser3108@gmail.com
PMP_002	Arvind Singh	arvind.exe@gmail.com	9836015252	PMP	Planning to apply	Understar Shalini Priyank	shalini.shalini51@gmail.com
PMP_003	Sayan Dutta	sayandutta20@gmail.com	8281721758	PMP	Planning to apply	Study plar MOHAMMED H	kalim1.1311@gmail.com
PMP_004	Puja Sahoo	puja.sahoo6537@gmail.com	7978005315	PMP	Exam scheduled	Confidenc Md. Abrar Ahn	abrar.jmi@gmail.com
PMP_005	Kishalaya Nath	mymailkishalaya@gmail.com	8420042951	PMP	Exam scheduled	Confidenc Dr. Ambarish G	gupta.ambarish@gmail.com
PMP_006	AVINASH GADHWAL	avinashgadhwal15@gmail.com	8235244057	PMP	Exam scheduled	Understar Ambika Prasad	chanda.iiit@gmail.com
PMP_007	SAIKAT CHAKRABORTY	skc.214130@gmail.com	9051183956	PMP	Application approved	Study plar Bhuvana Sund	mailbhuvan.de@gmail.com
PMI-ACP_001	Kishon Dey	er.kishondey@gmail.com	9137676989	PMI-ACP	Planning to apply	Understar Jaydip Das	jaydipas15@gmail.com
PMP_008	Ranjan Kumar Sahoo	ca.sahooranjan@gmail.com	7609821619	PMP	Planning to apply	Study plar Nandini Roy Ch	nandini.rcpande@gmail.com
PMI-ACP_002	shalini priyanka	shalini.shalini51@gmail.com	7738572753	PMI-ACP	Application approved	Study plar Anupam Biswa	its4anupam@gmail.com
CAPM_001	Dulal Nandy	dulalnandy4u@gmail.com	9531823506	CAPM	Planning to apply	Understar Subhajit Ghosh	subha.gh@gmail.com
PMP_009	Rashmi Ranjan Swain	rash_nelord@yahoo.co.in	8603679921	PMP	Application approved	Confidence & exam mindset	
PMP_010	Ayaskant Nanda	Ayaskantnanda@gmail.com	8114366969	PMP	Exam scheduled	Study plar SOUMYA MUKI	cyberprivacybizops@gmail.com
PMP_011	Surajit Maiti	surajitmaiti09@gmail.com	8170812830	PMP	Application approved	Study plar SOUMYA MUKI	cyberprivacybizops@gmail.com
PMP_012	Biswajit Saha	biswa.elec@gmail.com	9903884997	PMP	Application approved	Interpretir Piyali Khandika	khandikar_piyali@yahoo.com
PMP_013	Aslam Zafar	aslamstruct@gmail.com	9435718494	PMP	Application submitted	Interpretir Lopamudra Bh	Lopamudradd@yahoo.com
PMP_014	Somen Ghosh	somen.ghosh@bt.com	98367171628	PMP	Application approved	Interpretir Anup Kumar Pa	anupkumarpal@gmail.com
PMP_015	Anup Kumar Pal	anupkumarpal@gmail.com	9831055446	PMP	Planning to apply	Understar Shamsudoha N	kaiser3108@gmail.com

Participants were paired through a transparent, rule-based allocation framework

# Mentor Mentee Mapping Mail



pmiwb.training@pmiwb.org <pmiwb.training@pmiwb.org>  
To: goutam.das29@gmail.com, subha.gh@gmail.com



Dear Goutam Das and Subhajit Ghosh,

Greetings from PMI West Bengal Chapter.

Thank you for registering for the **Grow Together – PMI Certification Career Mentoring Program**.

**Goutam Das**, we appreciate your initiative in registering as a Candidate and taking a proactive step toward strengthening your certification readiness.

**Subhajit Ghosh**, thank you for volunteering as a Mentor and for your willingness to give back to the profession. The Chapter sincerely appreciates your time, commitment, and contribution to supporting fellow members.

#### Mentoring Session Details

Session ID: **PgMP\_001**

Target Certification: PgMP

#### Mentee Details

Name: Goutam Das  
Contact Number: 8320033520  
Email: [goutam.das29@gmail.com](mailto:goutam.das29@gmail.com)

#### Mentor Details

Name: Subhajit Ghosh  
Contact Number: 8830948941  
Email: [subha.gh@gmail.com](mailto:subha.gh@gmail.com)

Current Certification Status: Planning to apply  
Requested Discussion Areas: Understanding eligibility / application process, Interpreting Exam Content Outline, Study planning & time management, Confidence & exam mindset, Understanding domains & expectations, Knowing common mistakes to avoid

Deadline to complete the discussion: **27th February 2026**

#### Instructions for the Mentoring Discussion

1. Please connect directly via phone, email, WhatsApp call, or any mutually convenient virtual platform and schedule a ~60-minute mentoring discussion within the specified timeline.
2. This is a self-organized, 1:1 and confidential mentoring interaction. The Chapter will not moderate or intervene unless specifically required.
3. The discussion should focus on certification readiness, preparation clarity, application understanding, and experience-based guidance — fully aligned with PMI ethical standards.
4. Upon completion of the discussion:

#### Instructions for the Mentoring Discussion

1. Please connect directly via phone, email, WhatsApp call, or any mutually convenient virtual platform and schedule a ~60-minute mentoring discussion within the specified timeline.
2. This is a self-organized, 1:1 and confidential mentoring interaction. The Chapter will not moderate or intervene unless specifically required.
3. The discussion should focus on certification readiness, preparation clarity, application understanding, and experience-based guidance — fully aligned with PMI ethical standards.
4. Upon completion of the discussion:

Mentor (Subhajit Ghosh)

[Submit Mentor Feedback](#)

Mentee (Goutam Das)

[Submit Mentee Feedback](#)

5. The mentoring cycle is considered complete only after both feedback forms are submitted with the correct Session ID.

We wish you a meaningful and productive mentoring interaction.

Best regards,  
Subhajit Ghosh  
Vice President – Training Portfolio  
PMI West Bengal Chapter  
*Grow Together – Mentoring Careers. Building Confidence.*



Powered by PMI West Bengal Chapter | Grow Together Initiative

# Grow Together - Phase wise Plan

## Inception

**Jan 10 – Feb 16**

- Inception
- Planning
- Structured Enrolment
- Rule-Based Matching
- Program Design & Governance

## Execution

**Feb 16- Mar 1**

- Self-Organizing Mentoring
- Deadline-Driven Structure
- Automated Reminder Governance

## Analysis


**Mar 1 – Mar 6**

- Completion Tracking
- Feedback & Experience Insights
- Recognition & Continuous Improvement

# Automated Reminder – 3 Strike Rule (20th/24th/27th Feb)

## GROW TOGETHER

Mentoring Careers. Building Confidence.  
A Structured Career Mentoring Initiative by PMI West Bengal Chapter



Dear Goutam Das and Subhajit Ghosh,  
Greetings from PMI West Bengal Chapter.

This is a gentle reminder regarding your assigned session under the **Grow Together – PMI Certification Career Mentoring Program**.

We are pleased to note that **several mentoring sessions have already been successfully completed**, and we truly appreciate the proactive engagement from participants.

With the upcoming weekend (**Saturday & Sunday**), we encourage you to utilize this opportunity to connect and complete your mentoring discussion.

We expect that most mentor-mentee pairs have already scheduled their sessions. If not, we strongly request you to coordinate at the earliest and book a suitable time slot.

### Session Details


Session ID: **PgMP\_001**  
Target Certification: PgMP  
Mentee: Goutam Das (8320033520)  
Mentor: Subhajit Ghosh (9830948941)  
Current Certification Status: Planning to apply  
Deadline to complete the discussion: **27th February 2026**

After completing the session, please ensure both participants submit the respective feedback forms mentioning the Session ID.

[Mentor Feedback](#) [Mentee Feedback](#)

We appreciate your commitment and look forward to successful completion of all sessions.


Best regards,  
Subhajit Ghosh  
Vice President – Training Portfolio  
PMI West Bengal Chapter  
Grow Together – Mentoring Careers. Building Confidence.



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## GROW TOGETHER

Mentoring Careers. Building Confidence.  
A Structured Career Mentoring Initiative by PMI West Bengal Chapter



Dear Goutam Das and Subhajit Ghosh,  
Greetings from PMI West Bengal Chapter.

This is **Reminder 2** regarding your assigned session under the **Grow Together – PMI Certification Career Mentoring Program**.

### Program Update:

Almost **70%** of the mentoring discussions under this program have already been successfully completed by other mentor-mentee pairs.

We are pleased to share that all discussions so far have happened smoothly in a **self-organizing mode**, without much intervention from PMI West Bengal Chapter.

We encourage you to connect at the earliest and complete your discussion within the committed timeline.

If your session is already scheduled, thank you for your proactive coordination.

### Session Details

Session ID: **PgMP\_001**  
Target Certification: PgMP  
Mentee: Goutam Das (8320033520)  
Mentor: Subhajit Ghosh (9830948941)  
Current Certification Status: Planning to apply  
Deadline to complete the discussion: **27th February 2026**


After completing the session, please ensure both participants submit the respective feedback forms mentioning the Session ID.

[Mentor Feedback](#) [Mentee Feedback](#)

**If you are facing any scheduling challenges or constraints, please reply to this email so that we can assist you.**

We appreciate your cooperation and look forward to successful completion of all sessions.


Best regards,  
Subhajit Ghosh  
Vice President – Training Portfolio  
PMI West Bengal Chapter  
Grow Together – Mentoring Careers. Building Confidence.



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## GROW TOGETHER

Mentoring Careers. Building Confidence.  
A Structured Career Mentoring Initiative by PMI West Bengal Chapter



Dear Subhajit Ghosh and Montu Ghosh,  
Greetings from PMI West Bengal Chapter.

This is the **3rd & Final Reminder** regarding your assigned session under the **Grow Together – PMI Certification Career Mentoring Program**.

### Final Program Update:

Already **85%** of the mentoring discussions have been successfully completed. Only a few sessions are pending. We request you to kindly prioritize and close your discussion.

Considering the upcoming weekend, we are extending the deadline by **2 additional days**.

### Session Details

Session ID: **PMP\_009**  
Target Certification: PMP  
Mentee: Subhajit Ghosh (9830948941)  
Mentor: Montu Ghosh (9830948941)  
Current Certification Status: Application approved  
Original Deadline: 27th February 2026  
Extended Final Deadline: **1st March 2026**

### PMP Update Notice:

PMP exam pattern is expected to change on 8th July 2026. If you are planning to pursue PMP – the time is now. PMP is gold standard for Project Leadership Globally. Go for Gold.


After completing the session, please ensure both participants submit the respective feedback forms mentioning the Session ID.

[Mentor Feedback](#) [Mentee Feedback](#)

**This is the final reminder.** If you are facing any scheduling constraints, please reply to this email immediately so that we can assist you.

We appreciate your commitment and look forward to successful closure of all mentoring sessions.

Best regards,  
Subhajit Ghosh  
Vice President – Training Portfolio  
PMI West Bengal Chapter  
Grow Together – Mentoring Careers. Building Confidence.



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# Self-Organizing Mentoring

**PMI WBC – PMI Certification Mentoring Program | Candidate Feedback**

Form description  
This form is automatically collecting emails from all respondents. [Change settings](#)

**Session ID \***  
Session ID is shared in the instruction email. This ID will help us to track & map the sessions among Mentor and Mentee.  
Short answer text

The mentor clearly understood my certification goal \*

1 2 3 4 5  
Strongly Disagree      Strongly Agree

The guidance helped clarify my exam readiness \*

1 2 3 4 5  
Strongly Disagree      Strongly Agree

The session improved my confidence for certification \*

1 2 3 4 5  
Strongly Disagree      Strongly Agree

**PMI WBC – PMI Certification Mentoring Program | Mentor Feedback**

Form description  
This form is automatically collecting emails from all respondents. [Change settings](#)

**Session ID \***  
Session ID is shared in the instruction email. This ID will help us to track & map the sessions among Mentor and Mentee.  
Short answer text

The candidate came prepared with certification goals \*

1 2 3 4 5  
Strongly Disagree      Strongly Agree

The mentoring scope remained ethical and compliant \*

1 2 3 4 5  
Strongly Disagree      Strongly Agree

The session added value to the candidate's readiness \*

1 2 3 4 5  
Strongly Disagree      Strongly Agree

# Self-Organizing Mentoring

Timestamp	Session ID	The m	The guid	The	The me	I now have	I wou	Most valuable takeaway from t	One area where the men	O	Grow	Email Address	
2/2/2026 21:31:27	PMPDUMMY1	3	4	2	4	3	5	Practical answers	More time	4			
2/17/2026 12:11:07	PMI-ACP_002	4	4	4	4	4	4			4	4	shalini.shalini51@gmail	
2/19/2026 17:08:03	PMP_002	5	5	5	5	5	5	Gave excellent clarity for the road a	None, it was perfect...	5	5	arvind.exe@gmail.com	
2/20/2026 5:12:24	PMP_008	5	5	5	5	5	5	The shift of mindset from an auditc	Could be little more interactiv	5	5	ca.sahooranjan@gmail.	
2/20/2026 10:09:41	PMP_006	4	4	4	4	4	4			5	5	avinashgadhwal15@gr	
2/21/2026 12:26:05	PMP_004	5	5	5	5	5	5	Clear about question approach and	As of now clear on my doubt:	5	5	puja.sahoo6537@gmail	
2/21/2026 17:33:14	PMP_005	5	5	5	5	5	5	Just had the connect with my ment	Nothing I can think of now. TI	5	5	mymailkishalaya@gma	
2/22/2026 14:44:46	PMP_013	5	5	5	5	5	5	I understand that the PMI mindset i	little bit in ECO.	5	4	aslamstruct@gmail.com	
2/22/2026 17:09:01	CAPM_001	5	4	5	5	4	5	Clarity & way ahead	All good	5	5	dulalhandy4u@gmail.co	
2/23/2026 22:05:37	PMP_016	5	5	5									
2/25/2026 23:59:41	PMP_012	4	4	4									
2/26/2026 10:25:01	PMP_007	5	4	4	2/19/2026 22:05:07	PMP_008	5	5	5	5	5	nandini.rcpande@gmail	
2/26/2026 23:31:45	PMP003	4	4	4	2/21/2026 12:29:59	PMP_004	5	5	5	5	5	abrar.jmi@gmail.com	
2/28/2026 11:47:00	PgMP_001	5	5	5	2/21/2026 17:17:09	PMP_005	5	5	5	5	5	gupta.ambarish@gmail.	
2/28/2026 17:13:55	PMP_010	5	5	5									
					2/21/2026 17:58:08	PMI-ACP_001	5	5	4	4	Improved significantly	<ul style="list-style-type: none"> <li>✓ Values</li> <li>✓ Principles</li> <li>✓ Servant leadership</li> <li>✓ Adaptive thinking</li> <li>✓ Continuous improvement</li> <li>✓ Empowered teams</li> </ul>	kishondeb@gmail.com
					2/21/2026 19:08:51	CAPM_001	4	5	5	5	Improved significantly	Candidate has to target PMP ins	subha.gh@gmail.com
					2/22/2026 12:34:48	PMP_013	5	5	4	5	Improved moderately	Exam strategy, Project Managem	looamudradd@gmail.co
					2/23/2026 15:30:07	PMLACP-001	5	5	5	5	Needs further preparation	About certification purpose and I	jaydipd@gmail.com
					2/23/2026 20:19:51	PMP_003	5	4	5	5	Improved significantly		kalim1.1311@gmail.com
					2/24/2026 10:30:21	PMP_001	5	5	5	5	Improved moderately	Approach to solve questions, Ke	kaiser3108@gmail.com
					2/24/2026 10:33:47	PMP_015	5	5	5	5	Improved moderately	Study Plan, Career path in Projec	kaiser3108@gmail.com
					2/25/2026 10:24:07	PMP_016	4	5	5	5	Improved moderately	Agile, PMI-Process Group, Water	desarkar.subham@gma
					2/26/2026 20:36:52	PgMP_001	4	5	5	5	Improved significantly	PgMP Over all jouenye and first ε	subha.gh@gmail.com

# Grow Together - Phase wise Plan

## Inception

**Jan 10 – Feb 16**

- Inception
- Planning
- Structured Enrolment
- Rule-Based Matching
- Program Design & Governance

## Execution

**Feb 16- Mar 1**

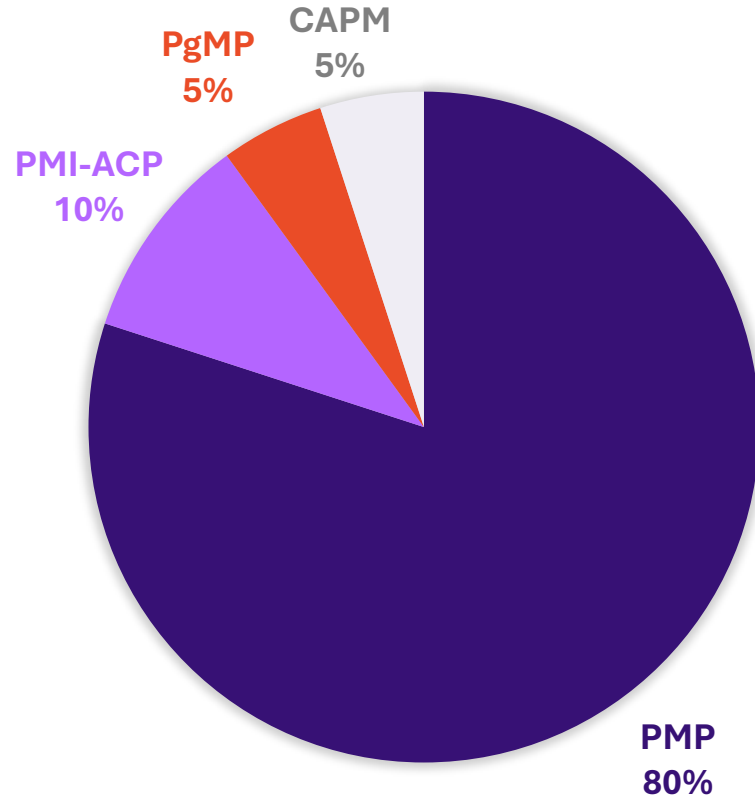
- Self-Organizing Mentoring
- Deadline-Driven Structure
- Automated Reminder Governance

## Analysis

**Mar 1 – Mar 6**

- Completion Tracking
- Feedback & Experience Insights
- Recognition & Continuous Improvement

# Outcome



**40** Enrolments

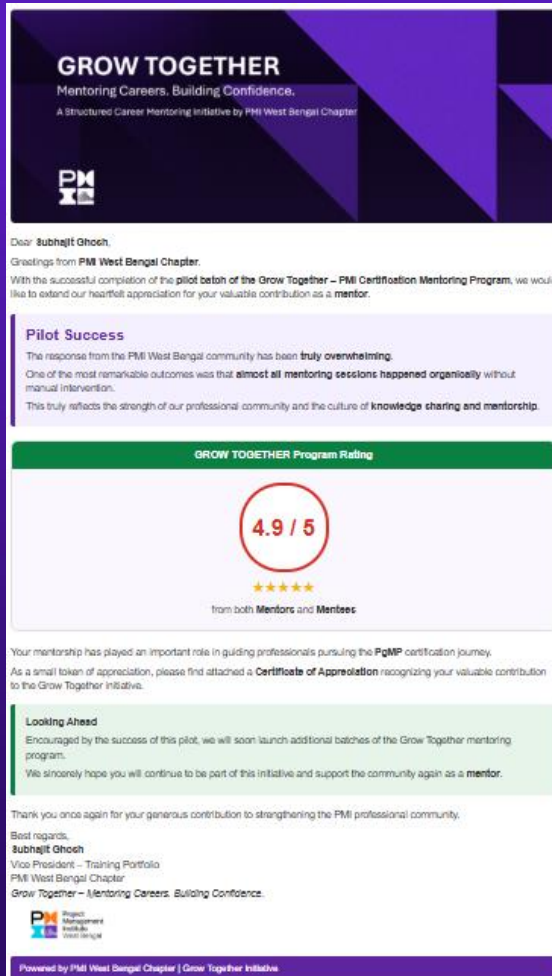
**20 Days** End to End Lifecycle

**20** Sessions

**100%** (almost) of sessions without any interventions



# Concluding Communication



**GROW TOGETHER**  
Mentoring Careers. Building Confidence.  
A Structured Career Mentoring Initiative by PMI West Bengal Chapter

Dear **Subhajit Ghosh**,

Greetings from **PMI West Bengal Chapter**.

With the successful completion of the pilot batch of the **Grow Together – PMI Certification Mentoring Program**, we would like to extend our heartfelt appreciation for your valuable contribution as a **mentor**.

**Pilot Success**

The response from the PMI West Bengal community has been **truly overwhelming**. One of the most remarkable outcomes was that **almost all mentoring sessions happened organically** without manual intervention. This truly reflects the strength of our professional community and the culture of **knowledge sharing and mentorship**.

**GROW TOGETHER Program Rating**

**4.9 / 5**  
★★★★★  
from both **Mentors and Mentees**


Your mentorship has played an important role in guiding professionals pursuing the **PgMP** certification journey. As a small token of appreciation, please find attached a **Certificate of Appreciation** recognizing your valuable contribution to the **Grow Together Initiative**.

**Looking Ahead**

Encouraged by the success of this pilot, we will soon launch additional batches of the **Grow Together** mentoring program. We sincerely hope you will continue to be part of this initiative and support the community again as a **mentor**.

Thank you once again for your generous contribution to strengthening the PMI professional community.

Best regards,  
**Subhajit Ghosh**  
Vice President – Training Portfolio  
PMI West Bengal Chapter  
Grow Together – Mentoring Careers. Building Confidence.

 Project Management Institute West Bengal

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**PMI West Bengal Chapter**

CERTIFICATE OF APPRECIATION FOR  
EXCELLENCE IS HEREBY GRANTED TO

**SUBHAJIT GHOSH**

FOR MENTORING PROFESSIONAL PURSUING PgMP  
CERTIFICATION IN “GROW TOGETHER” PILOT BATCH  
HELD IN FEBRUARY 2026

05 March 2026

*Subhajit Ghosh*

Subhajit Ghosh  
Vice President Training Portfolio  
PMI West Bengal Chapter

 Project Management Institute. West Bengal

# Feedback

**Shalini Priyanka, PMP** · 1st  
A Resilient Process Expert Program Manager who stays put amidst adversities ...  
2d · Edited ·  
Thank You **Subhajit Ghosh** da  
& **Project Management Institute West Bengal Chapter**  
Super elated to be part of **Project Management Institute** ;)



2 1 comment

## Reactions



Like

Comment

Repost

Send

Add a comment...

Most relevant

**Subhajit Ghosh** · You  
Sr. Program Manager at WIPRO | Portfolio, Program & Delivery Leadership (P...  
2d · Edited ·

Thank you **Shalini Priyanka, PMP** for being part of the GROW TOGETHER initiative. Please keep volunteering, keep growing!

**Kishalaya Nath, PMP** · 1st  
IT Service Delivery Manager | (PMP)® | Agile and Hybrid Project & Program D...  
3d · Edited ·

Happy to share that I have cleared the PMP® exam with Above Target in all three domains – People, Process, and Business Environment.

This one truly means a lot. **Project Management Institute**

I moved into a Project Management role in January 2023. From the beginning of 2026, I had this quiet goal in mind — once I completed the 3 years of eligibility, I would go for PMP. It was a promise to myself.

The last two months were intense. Managing work, family, and studying every weekend and late office hours was not easy. There were days I felt exhausted and moments when self-doubt crept in. My family's patience and constant support made all the difference.

The exam itself was much tougher than I anticipated — very twisted, scenario-heavy, and deeply mindset-driven. After 4.5 hours in the exam hall, I walked out mentally drained and honestly felt that my attempt might have been wasted.

Then came the 35-hour wait for the result. I had almost convinced myself that I wouldn't pass — yet I was still checking my email and PMI profile every 10 minutes. That mix of doubt and hope is something I won't forget anytime soon.

A huge thank you to **Subhajit Ghosh** for being a guiding star during moments of uncertainty.

Grateful to the **Project Management Institute West Bengal Chapter** for arranging the mentorship program. The last-minute suggestions from my mentor, **Dr. Ambarish Gupta**, were extremely helpful during the exam.

**Jaydip Das** · 1st  
Author | Management Consultant | Corporate Trainer | Agile Coach | Visiting L...  
6d · Edited ·

Happy to contribute for the PMI West Bengal Chapter's Mentor- Mentee Program. Those who want to achieve PMI Agile certification (PMI-ACP), my mentorship was for those candidates. Thanks PMIWBC for initiating such program to help aspirants.

#pmi #pmiacp #mentorship #pmiwbc



You and 20 others 10 comments

## Reactions



+13

# Model Outcome

# From Chaos to Clarity

- **Before:** Ad-hoc mentoring
- **After:** Structured enrollment + matching
- **Result:** Predictable engagement

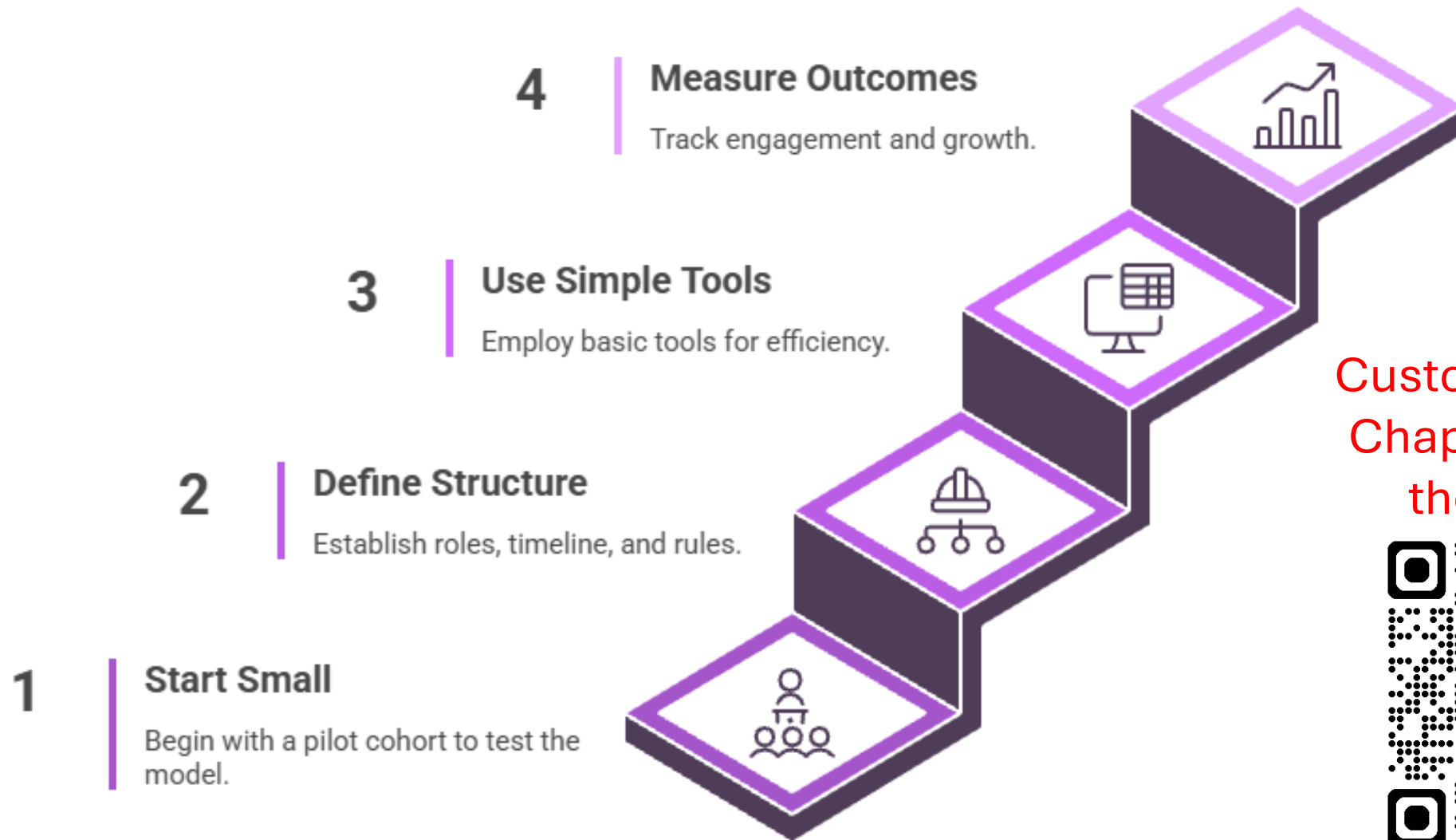
# From Dependency to Autonomy

- **Before:** Heavy coordinator involvement
- **After:** Rule-based + automated reminders
- **Result:**
  - ✓ Minimal intervention
  - ✓ Self-driven participants

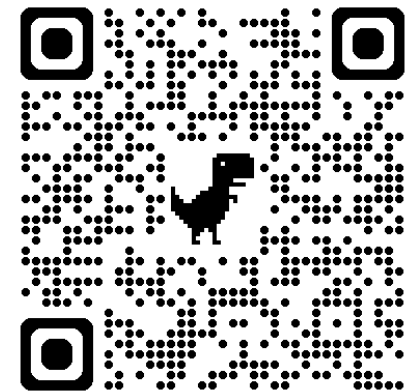
# Why This Model Works?

- **Simplicity reduces friction**
- **Rules create accountability**
- **Structure enables scale**
- **Governance ensures sustainability**

# Practical Adoption Framework



Customize for your  
Chapter and start  
the Program



# Menti meter Question Slide 3 (hidden)

**Question Type:** Word Cloud

**Question:**

“What is your biggest takeaway from the ‘Grow Together’ mentoring model?”

Key Learning Reflection

# Menti meter Question Slide 4 (hidden)

**Question Type:** Multiple Choice

**Question:**

“After this session, how likely are you to apply a structured mentoring approach in your chapter or organization?”

**Options:**

Definitely will apply

Likely to explore

Need more understanding

Not sure yet

Action Readiness Poll

# Key Takeaways

- 1. Effective mentoring at scale requires intentional structure and shared accountability**
- 2. Simple rules and clear expectations can dramatically improve engagement and outcomes**
- 3. A well-designed mentoring ecosystem strengthens chapters by continuously developing future leaders**

**Thank you!**  
*Let's continue  
the  
conversation!*



**Engr. Md. Mashiur Rahman, PMP®**  
PMP-Certified Digital Transformation  
Leader | Senior Project Manager | Directo...



**Pratik Kumar Singh**  
IIM K | PMP | ACP | Author | Prince  
2 Agile Practitioner | ISO 45001 LA | C...



# Thank You!

*Questions?*

# *Please Take Our Session Survey!*

Complete the session survey, located in your **PMI Event App!**

Your feedback is important to us and helps our speakers learn, grow, and improve!!

## **Access this session's survey:**

1. Open the PMI Event App
2. Click the “More” menu item
3. Click “Surveys” to see available and completed surveys
4. Complete the brief survey for this session

