

Win-Win Mentorship: From Volunteers to Leaders

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PMI Culture Value: Together We Can

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PMI Sweden | PMI Slovenia

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Learning Objectives

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

- Design a **win-win mentoring experience** that delivers value to mentors, mentees, and your chapter.
- Identify key elements of a simple, **sustainable mentoring approach** for volunteers.
- Apply **practical mentoring actions** that can be implemented in your chapter.

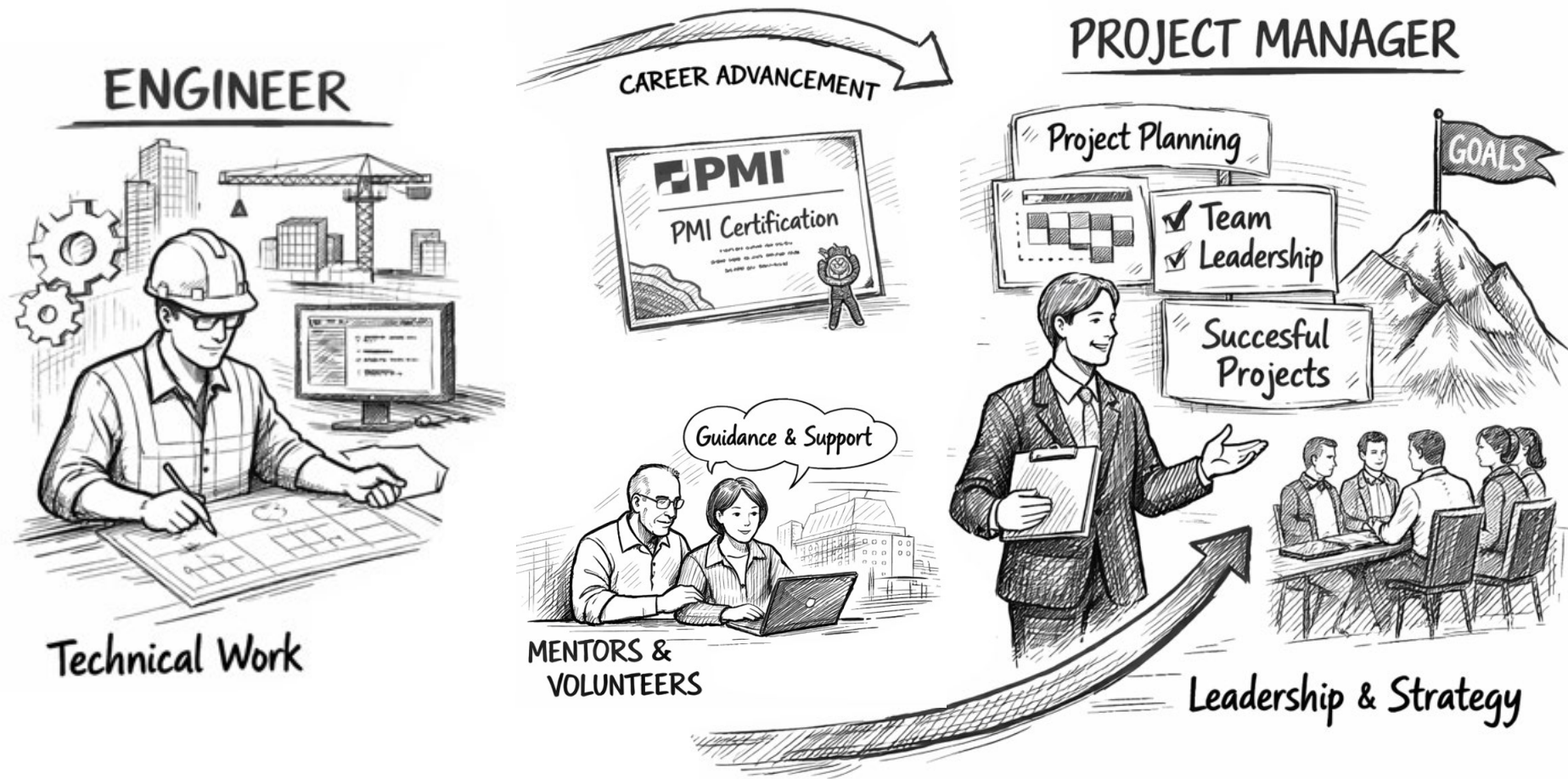
Presenter



Marko Golob



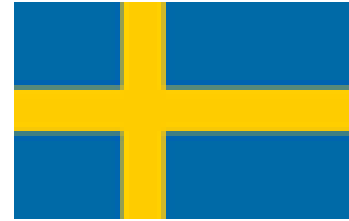
Personal story – why does it matter?



Presenter

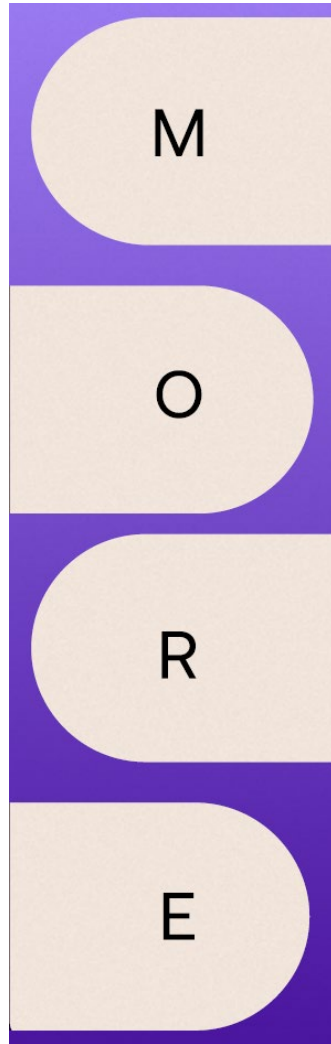


Jeremy Parker



Project
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Why Mentoring is a Strategic Act for PMI?



Managing perceptions starts with human connection. Mentoring makes PMI more personal.

Owning success means preparing volunteers to lead, not just to support.

Relentlessly reassess and adapt our mentoring approach as expectations change.

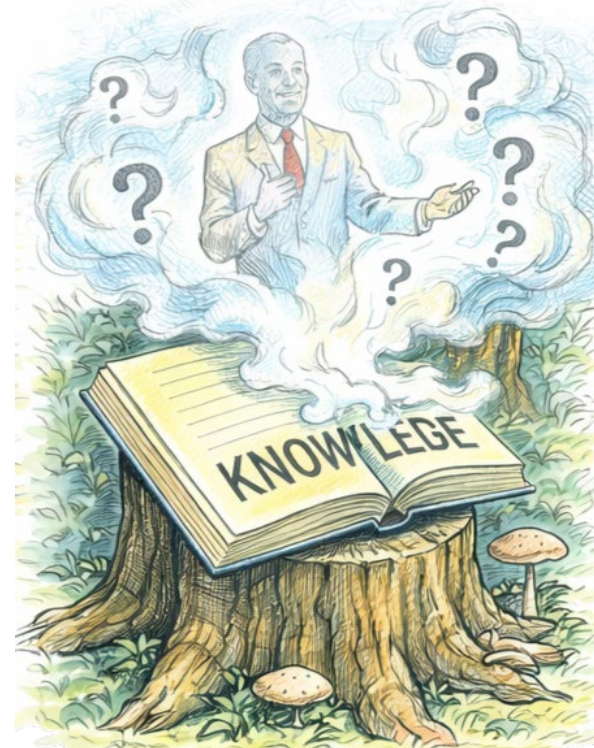
Expand perspective beyond certification and events, positioning PMI as a lifelong professional partner.

References: Document: PMI in 2025: Delivering M.O.R.E. to deliver on our PMI Purpose ©2025 Project Management Institute

Two important questions.



**Who replaces
me tomorrow?**



**What knowledge
dies with me?**

The Reality: Why Chapters Struggle with Leadership Continuity

Common Patterns in PMI Chapters

Same People Doing Everything



"If they leave, everything stops."

No Structured Knowledge Transfer



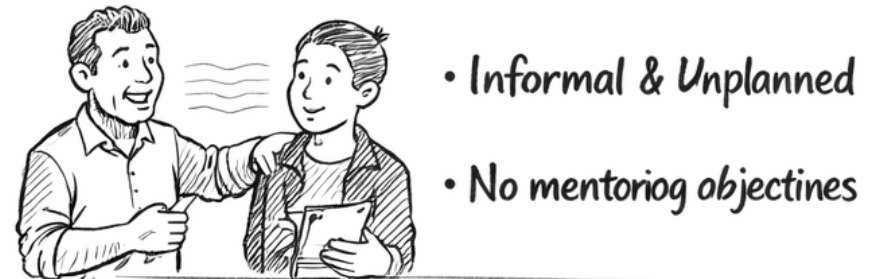
"We'll explain it later."

Task-Based Volunteering



"You handle events. You handle marketing."

Mentoring Happens Accidentally



"You'll learn by doing."

Optimized for Delivery, not Sustainability

Do you have a structured mentoring model?

Move up the
"ladder"
Until next LIM!



Yes – Formal

Informal only

We are thinking about it 😊

No

Goal of Mentoring, from Contributor to Leader.



Building a Sustainable Mentoring Culture

(Practical Framework)

1 Step 1: Define Leadership Competencies

What does a chapter leader need?



If your entire board resigned tomorrow...

Rate from 1-5:



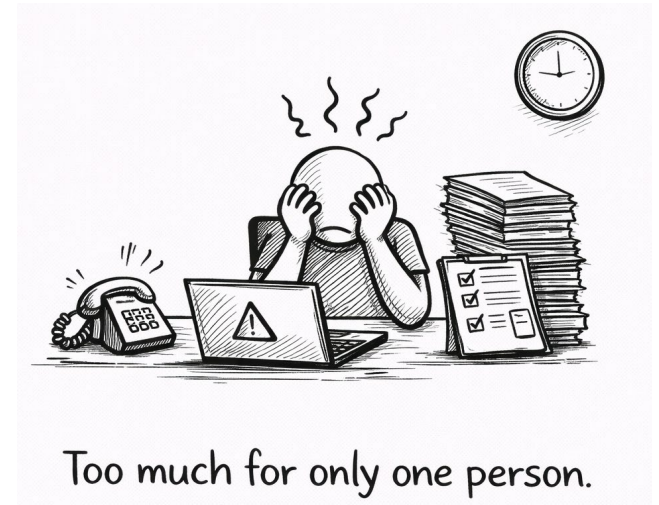
1 = We would collapse

5 = We have ready successors

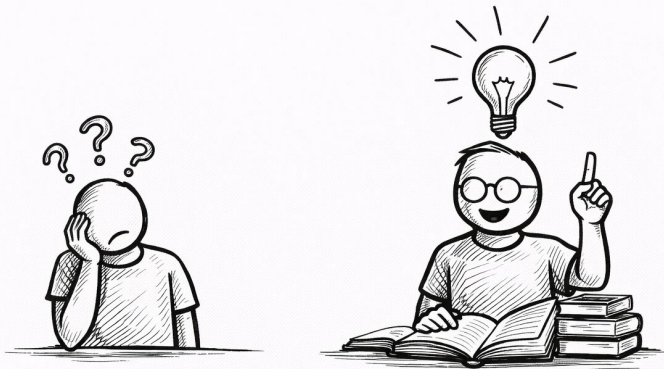


Case Example: What is working?
What is not working?

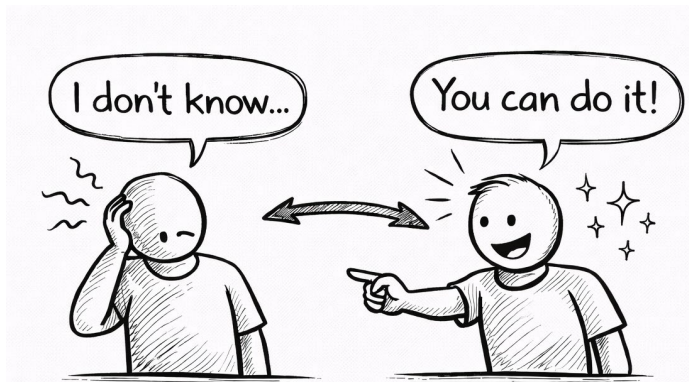
What is not working?



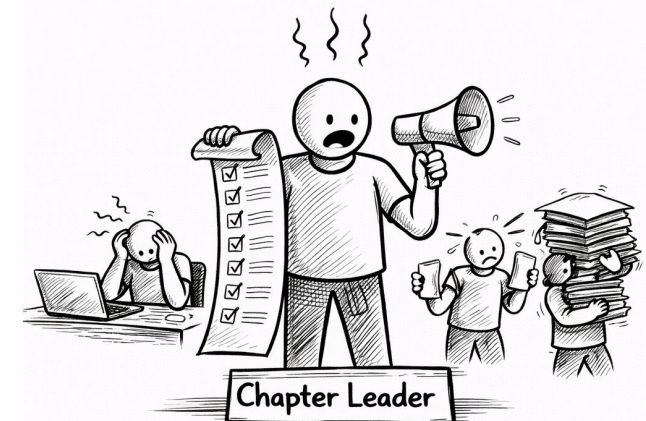
Too much for only one person.



Aaah... he/she knows everything



Convincing to do it.



Over do it as Chapter Leader

What is working? Partners!

Partner with program First Mentor!



- Anyone may apply who:
- attends a high school or university in Slovenia;
 - is between 18 and 25 years old;
 - is looking for guidance in achieving their goals and believes a mentor can support them along the way.



What is working? Workshops & lectures!



Partners with University in Ljubljana:

- Faculty of Economic,
- Faculty of Social Science,
- Faculty of Computer Science,
- More than 10 lectures per year.

What is working? Student organizations!



Attendees:

- 18 students, 7 workshops and 2 students pass CAPM exam.



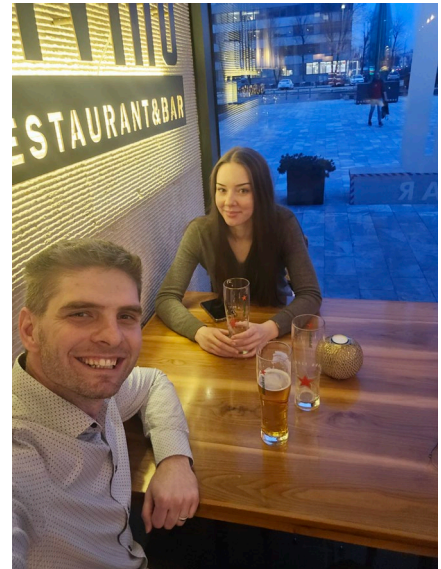
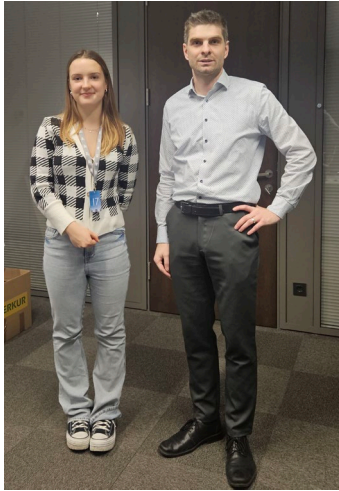
What is working? Coffee to connect!



What is working? Awards!



What is working? One on one – mentoring!



PMI Sweden Mentorship program



Short History

2018: Started with 5 mentor/ mentee relations

2020: Transitioned into a virtual mentorship program due to the Covid pandemic

2021-2026: Continued as a virtual program

Some of the challenges we faced



- Reaching potential participants



- Making matches

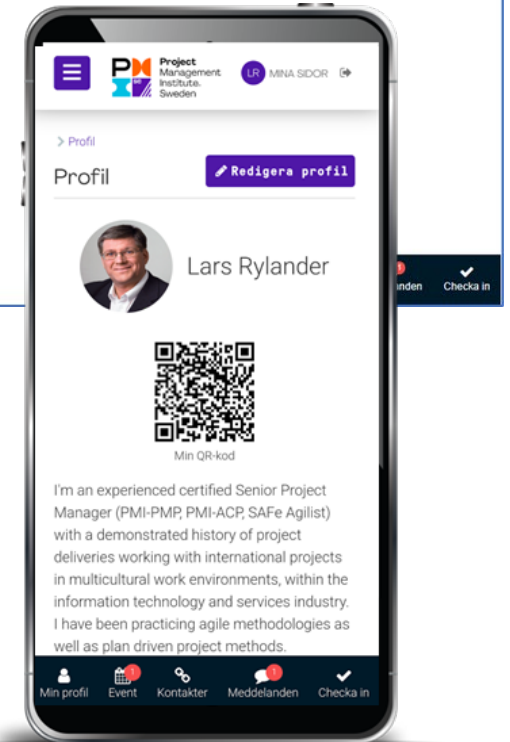
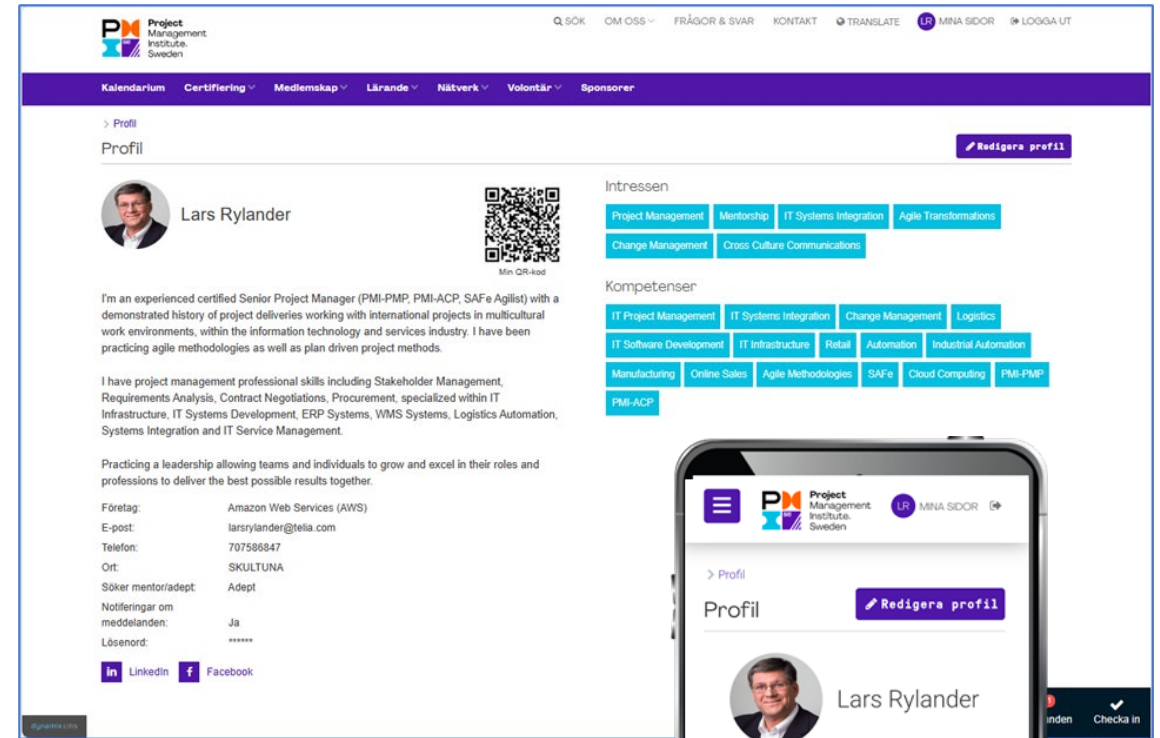


- Lack of visibility for the Mentoring Team

PMI-SE Web App

Updating your own profile:

- Profile presentation
- Link to LinkedIn profile
- Link to Facebook profile
- Link to Website
- Are you looking for a mentor or mentee (or both)
- Select whom to share your information with



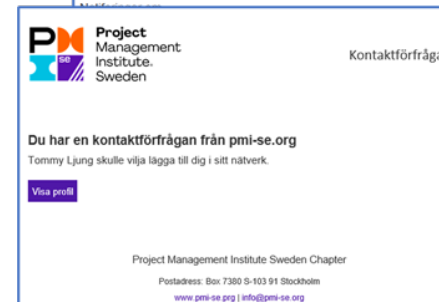
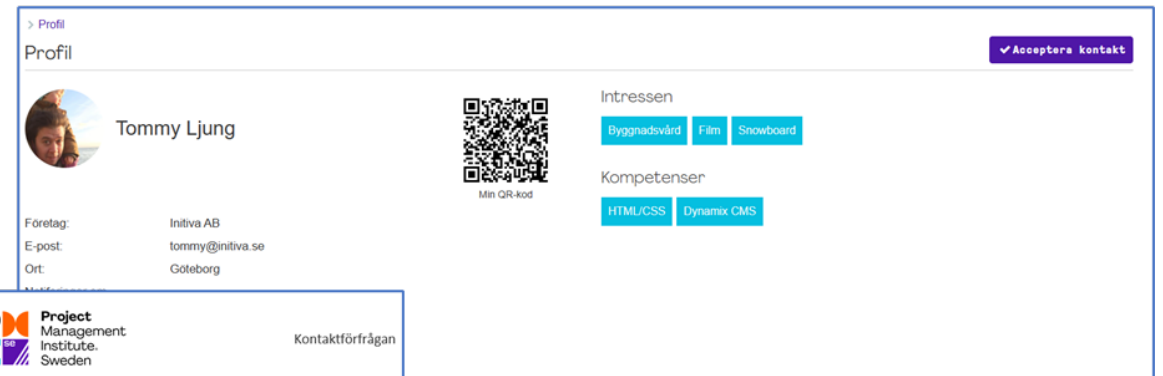
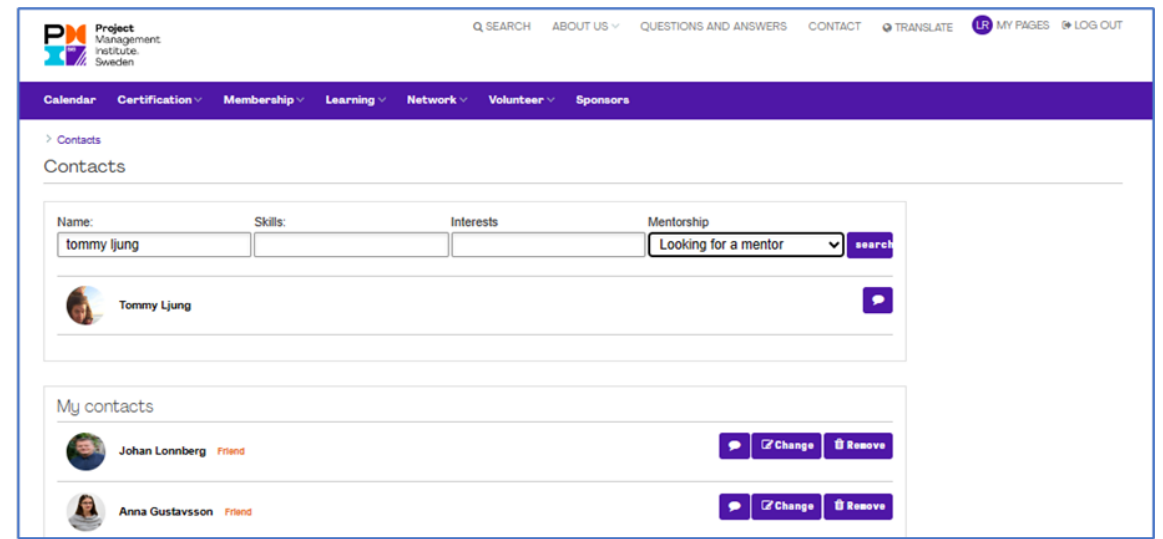
PMI-SE Web App

Search and Manage Connections

You may search for other registered members and non-members.

You can search for:

- Name
- Competences
- Interests
- Mentorship: Looking for a mentor or mentee

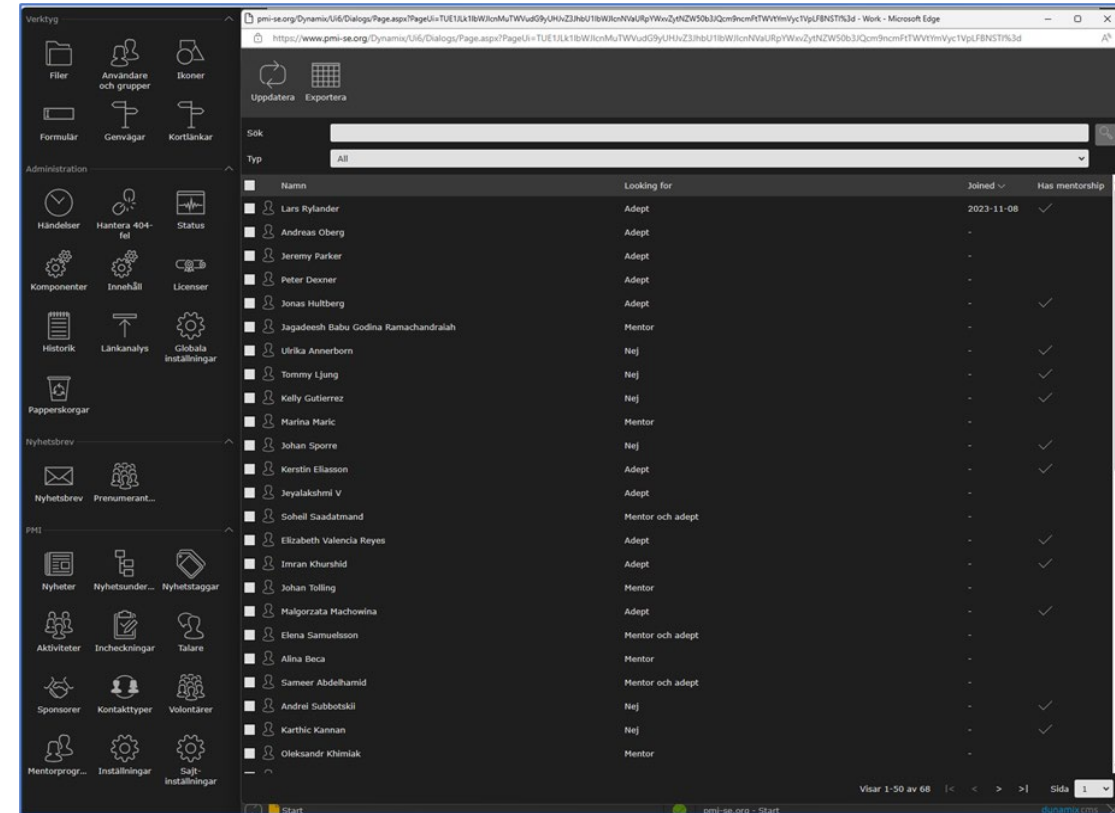


PMI-SE Mentorship Admin tool

The tool in Dynamix CMS

Lists all people who are currently looking for mentors/adepts and those who have some kind of mentor/mentee connection.

- ❑ It is possible to register a mentor/mentee relationship.
- ❑ It is possible to filter out only those who apply or only those who have ongoing mentor/mentee connection.
- ❑ If you have indicated that you are looking for a mentor or mentee in your profile, you will periodically receive an email to respond to



The future of mentoring



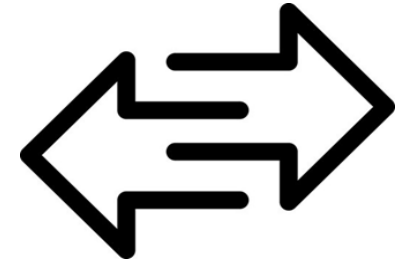
Advances in Technology

Customized software programs with algorithm-based matching capabilities,
Using AI tools to act as the mentor.



Soft Skills Development

Emotional intelligence, resilience, empathy, adaptability, and critical thinking skills.



Peer-to-peer & Reverse Mentoring

Professionals at similar levels offer support and guidance to each other.

From Volunteers to Leaders!

If we mentor intentionally, we secure leadership continuity.

If we build leadership continuity, we strengthen our chapters.

If we strengthen our chapters, we deliver **M.O.R.E.**

If we deliver **M.O.R.E.**,:

**We maximize
project success
to elevate our world.**

The Commitment Card

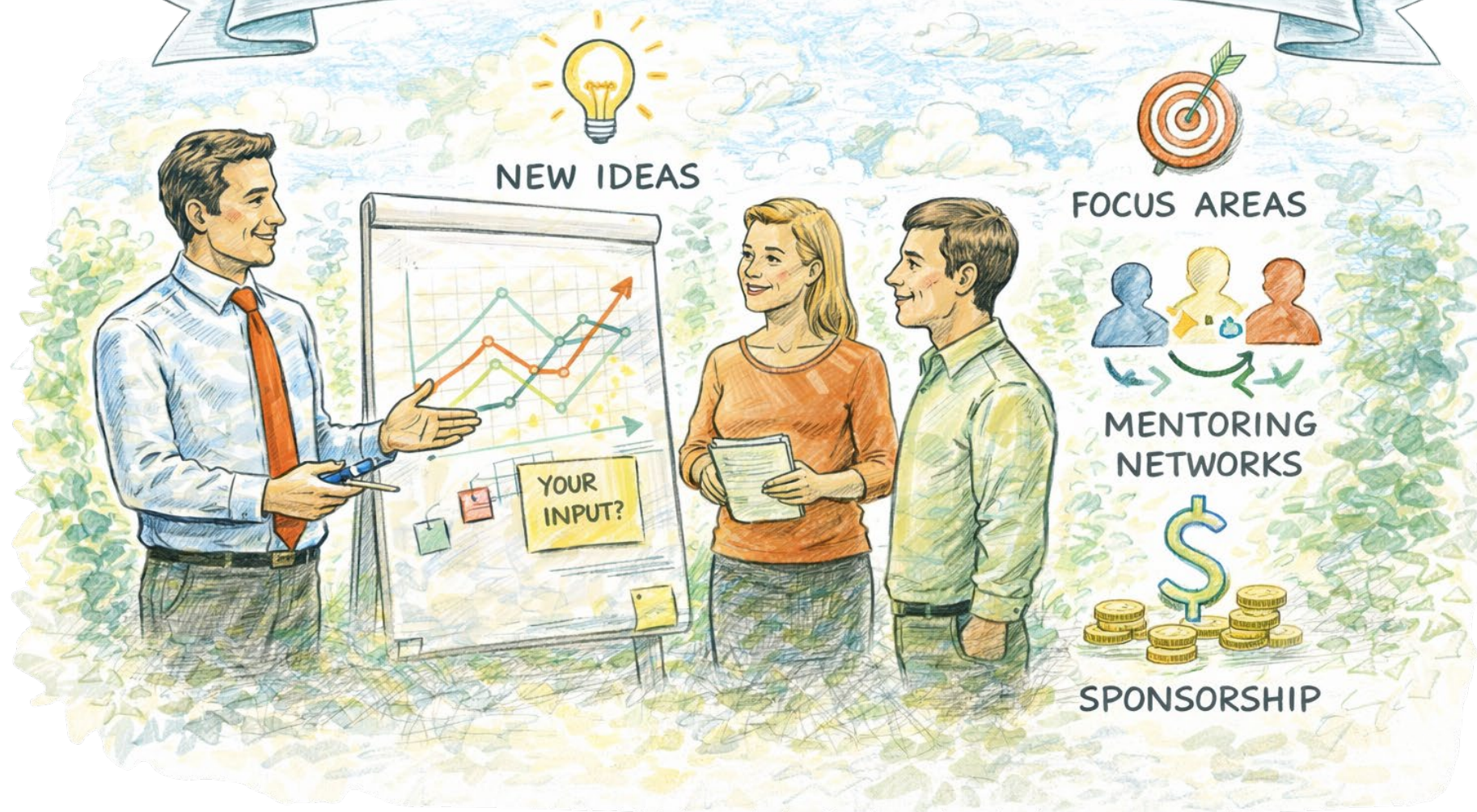
- Identify one person to mentor.



- Schedule one mentoring coffee.



What are mentorship trends in your Chapter?



Key Takeaways

You leave with a clear, **simple mentoring framework** that can adapt to your own chapter, along with practical ideas to engage volunteers, **develop future leaders**, and support **professional development**. We have identified at least one concrete mentoring action you can implement **immediately within your chapter**.

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



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PMI Slovenia Chapter



Thank You!

Questions?