Define your knowledge transfer strategy to better equip your teams
Let's call it Reverse Mentorship

Reverse mentorship helps to strengthen relationships throughout your workforce and makes employees feel more connected to your company and its values.
Experienced Employees  ⇆ REVERSE MENTORSHIP  ⇆ New Employees
Reverse Mentorship

Talent acquisition + Career development + Empowering emerging leaders

Reverse mentoring or Facilitating the transfer of knowledge

Imparting of wisdom + Generational gap + Decades of learning and information

We all have to start somewhere...

1. Identify the problem
   - Understand your project teams: what’s working? What isn’t?
   - Identify where you are right now: what’s your current communication strategy?
We all have to start somewhere...

2. Define goals
   ◆ Connect experienced staff with new staff
   ◆ Define execution standards in line with the business needs
   ◆ Monitor Reverse Mentoring to ensure knowledge transfer is happening
We all have to start somewhere...

3. Tactical approach
   ◆ Define standards based on business needs
   ◆ Communicate standards to all project teams
   ◆ Pair the right individuals up
   ◆ Meet regularly to evaluate progress
We all have to start somewhere...

4. What to evaluate

- Weekly conversations and communication between mentorship partners
- Overall project success
Touchplan

- Coordinate with teams faster
- Monitor project process
- Understand in real time if team communication is happening
- Identify rockstars and teams that need support immediately
**RECAP**

1. Take an inventory of where you are
2. Define goals for the program
3. Start small
4. Pair up your mentor teams
5. Document progress
6. Evaluate
**Recap**

We are looking to partner with project teams and support them while they build out their Reverse Mentor Program.

This is part of our Community Build initiative to support project teams on all levels.
THANKS!

Any questions?
Visit us at Booth # 201

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