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# PEER MENTORING CIRCLES

CHR WOMEN IN TECH GROUP LEARNING COMMITTEE | PMC KICKOFF APRIL 2018



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## A QUICK LOOK AT TODAY

- Basics of the PMC Program
- Meet your PMCs!
- Share a little in your PMCs
- **FOOD**
- Share a little more
- Share EVEN MORE
- Make some ground rules
- Get something on calendars!

# WHY PMCs?

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"...[W]hen the **going gets tough**,  
and it always will get tough if you're doing work that really matters,  
what people need is **social support**,  
and they need to know **who to ask for help**."

- Margaret Heffernan, "Forget the Pecking Order at Work"

# Social capital in the United States

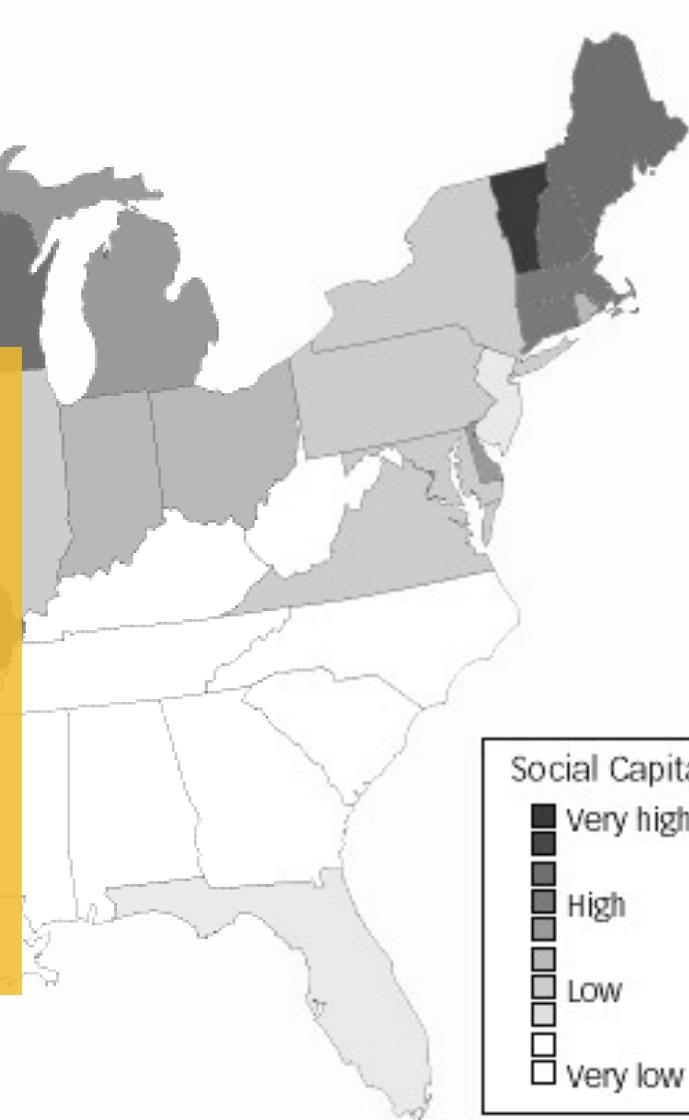
WHY PEER MENTORING?

## THE POWER OF SOCIAL CAPITAL

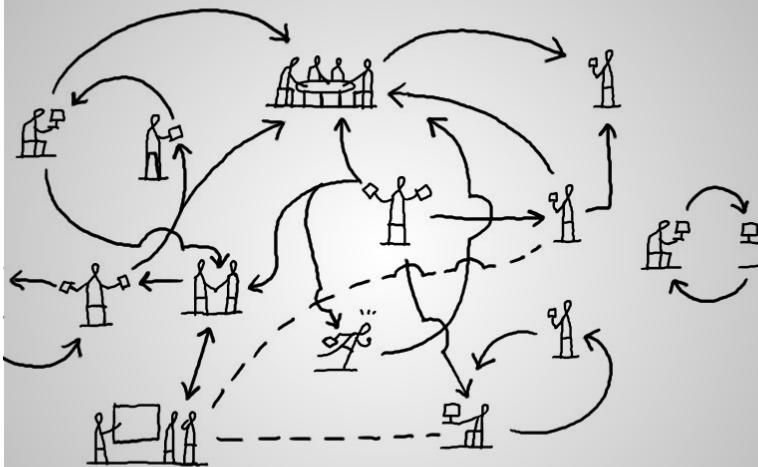
- If you bridge disparate parts of the organization, you can link a problem in one group with a solution from another
- Those with an accurate mental map of people's networks are more influential and effective
- 70% of learning at work takes place via informal interactions
- People with rich social capital are paid better and promoted faster
- Those with good networks spend less time ill *and* live longer

Image: Robert Putnam, *Bowling alone* (p. 290). 2000.

Facts: Wayne Baker, *United America* (Chap 1: [bit.ly/2leAlsr](http://bit.ly/2leAlsr)). 2014.



COMPANIES ARE  
MADE OUT OF PEOPLE



COMPLEX SYSTEMS THAT ARE  
MADE OUT OF PEOPLE

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PMC PARTICIPANT

# OUTCOMES

Growth in your internal network

An engaged group to generate ideas

Share and learn from new perspectives

Support system and sense of accountability

Communication, feedback, empathy, problem-solving

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## PEER MENTORING CIRCLE

# STRUCTURE

There are a variety of touchpoints to build both **closer relationships** and a **larger network**, while helping one another **progress** on improvements and build **new skills** together.

### MONTHLY GATHER

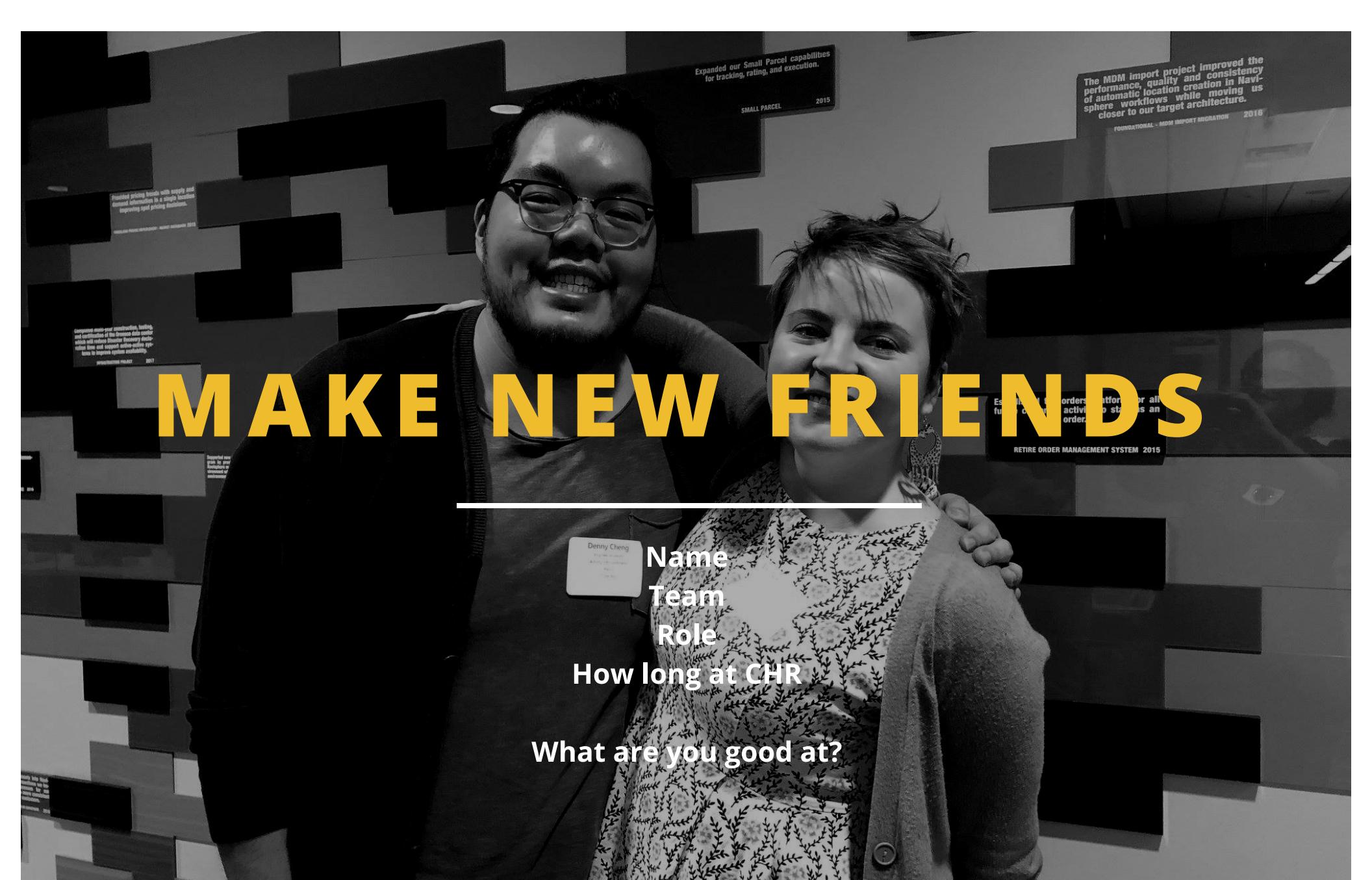
Review individual goals, celebrate successes, brainstorm around impediments  
A topic will be provided to encourage additional conversation

### STAY CONNECTED

Between gatherings, share resources and ideas, and ask for help in Slack

### NETWORK BIGGER

Every so often, a topic will be posted in #peermentoring\_2018 - thread in to get to know others outside your PMC!



# MAKE NEW FRIENDS

Name

Team

Role

How long at CHR

What are you good at?

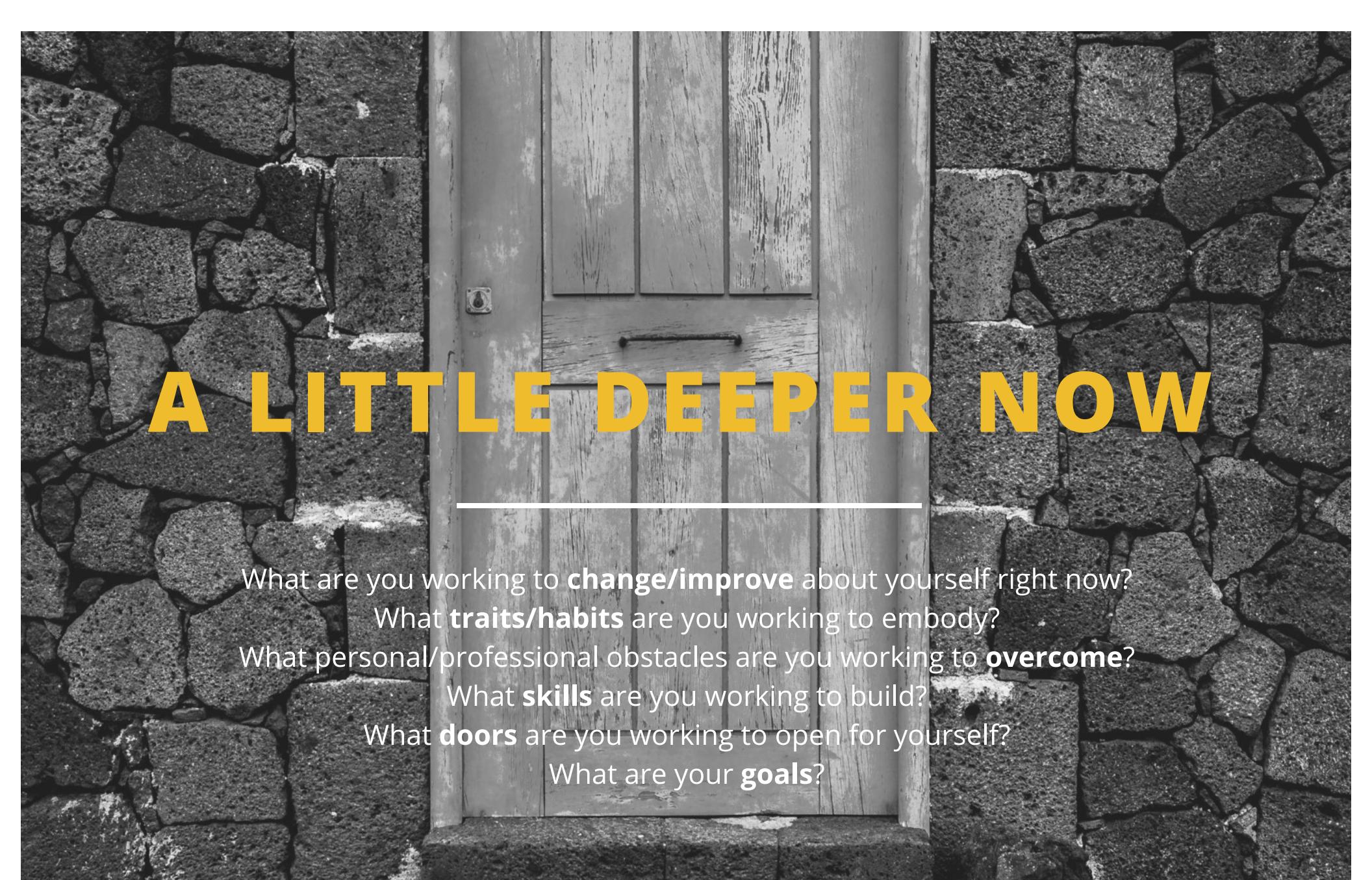
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# WHAT'S ON YOUR PLATE?

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Work  
Life  
Hobbies/Interests  
Family  
Friends  
Projects  
Home  
Decisions



# A LITTLE DEEPER NOW

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What are you working to **change/improve** about yourself right now?

What **traits/habits** are you working to embody?

What personal/professional obstacles are you working to **overcome**?

What **skills** are you working to build?

What **doors** are you working to open for yourself?

What are your **goals**?

# OUR GROUND RULES

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**Vegas Rules:** What happens in PMC, stays in PMC.

Please **attend all sessions**. You are all busy, but the purpose of this program is to help you, and your circle partners, grow!

**Practice empathy.**

Give others the **benefit of the doubt**.

Let a program leader know if you have concerns or suggestions!



# YOUR GROUND RULES

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In working together over the next 6 months...

What are you **excited** about?

What are the **risks** you see?

How do you **achieve** what you're **excited** about?

How do you **prevent** the potential **risks**?

# ADMIN TIME

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Create a private Slack channel for your PMC  
Schedule first check-in (*or your full meeting cadence, at least monthly*)

Decide:  
Who will schedule your meetings?  
Who will run your meetings?

**Last but not least, give us your thoughts on today's kickoff!**



**THANK YOU!**