**ATMC Conference**

**Denver, Colorado**

**April 2017**

**Discussion Group Topic**

**Boomers…Can We Make Them Mentors Before They Retire?**

Points that came out in the discussion:

* Strong framework for the program
* Benefits for both mentor and mentee
* Training for both Mentor and Mentee
* Well-developed matching process
  + Experience as a mentee for mentor
  + Strong Listener
  + Strong communicator
  + Good, clear intentions
  + Attitude
  + Patience
  + Influencer in shop
  + Motivation
* Start small
  + Engage retirees
  + Go-to-person (informal mentor)
  + Mentors by individual skills
* Scheduled/non-disruptive
* Strong orientation program
* Quality not quantity
* Feedback Metrics
* Capture wisdom