**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