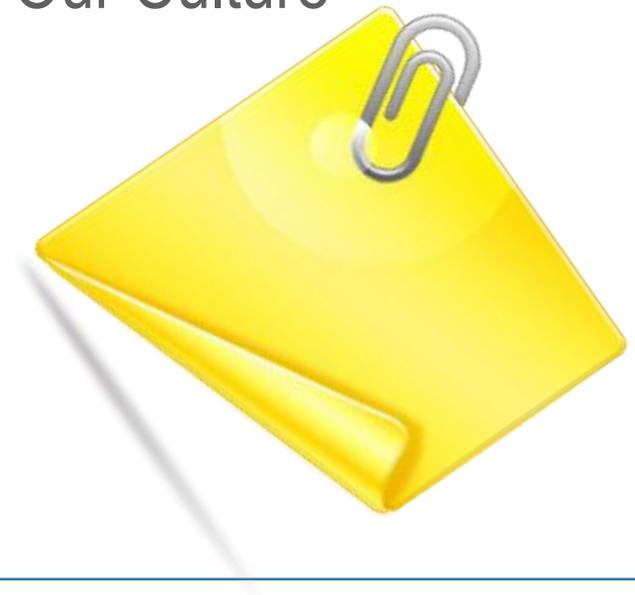


Informal Mentoring Initiative

Katrina S. Hagen, Chief
Human Resources Division

Agenda

- Background
- What is Informal Mentoring?
- Incorporating Informal Mentoring Into Our Culture
- Benefits
- Milestone Schedule
- Key Message
- Questions



Background

- CEO coffee chats
 - Interest in more job rotation and mentoring opportunities
- 2012-14 Business Plan Objective 8.2
 - Incorporate mentoring as a part of our culture
 - Knowledge Transfer
- Anne's elevator story

What is Informal Mentoring?

- Not the traditional assignment of a protégé to a mentor, but rather **all levels** of employees – in **all directions**
- Recognizes that all employees have unique experiences, skills and insights
- Opportunities to share knowledge with others in the course of the everyday

Incorporating Informal Mentoring into Our Culture

- Two-year journey
- Enterprise-wide culture shift
- Reinforces Core Values
- Continues learning through shared experiences
- Have some fun!

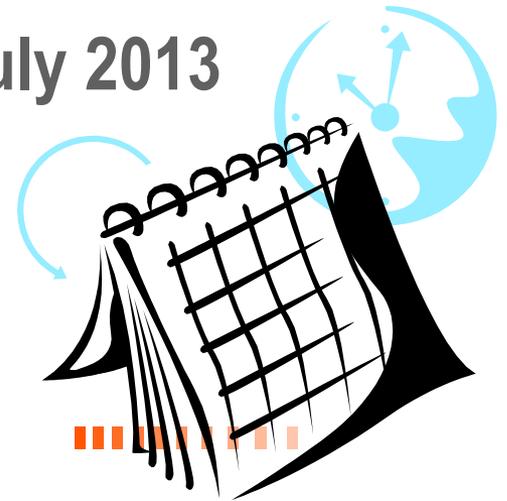
Benefits of Informal Mentoring

- Builds bench strength
- Provides global perspective
- Strengthens diversity
- Engages staff in CalPERS mission
- Supports succession planning
- Fosters trust, respect and openness



Milestone Schedule

- Kick-off Forums: **March 5 & 6, 2013**
- Face-to-Face Roadshows: **April – June 2013**
- Meeting Mentoring week: **April 22 – 26 2013**
- Informal Mentoring Stories: **Quarterly / July 2013**
- Career & Education Fair: **July 30, 2013**



Key Message

Informal Mentoring: *Share what you know*

Mentoring is easy, simple, and doesn't take a lot of time; anyone can do it. The focus is on creating relationships that stretch across physical and departmental boundaries. It is important to emphasize the **informal** aspect, and that we find ways to weave it into the everyday.

Questions

