

# Informal Mentoring

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# Why Mentoring Matters at CalPERS

- Supports 2012-14 and 2014-16 Business Plan Initiatives
- Encourages knowledge transfer and succession planning
- Builds professional development and networking
- Promotes engagement, retention, and morale
- Reinforces CalPERS Core Values

# Informal Mentoring Initiative Goals

- Accessible and open to all levels
- Part of the CalPERS culture
- Woven into our daily work
- Simple and easy to do



Informal Mentoring:

share what  
you know

# Building the Informal Mentoring Initiative

- Developed a high-level concept proposal and communication plan
- Secured buy-in from CEO
- Presented informal mentoring plans to Executives/Leaders
- Held an All Staff Kick-off Event
- Conducted Division Road Shows

## Introducing & Reinforcing the Concept

- Attended unit level and manager meetings
- Built an Informal Mentoring Web page
- Developed mentoring resources/activities
- Incorporated informal mentoring into All Staff and Leadership Development classes
- Included informal mentoring content for internal Career and Education Fair

The screenshot shows the 'Inside CalPERS' intranet interface. At the top right, it says 'Welcome' and 'Intranet' with a dropdown arrow. A navigation bar includes links for Home, News & Community, Policies & Procedures, Forms, Get Help, Jobs & Training (which is highlighted), Employee Benefits, and CalPERS. The main heading is 'Jobs & Training: Career Planning Tools'. On the left is a sidebar with a 'Career Planning Tools' header and a list of links: Career and Education Fair 2014, Career Services Program, Career Services Program - Schedule an Appointment, Classifications Specifications, Informal Mentoring, Informal Mentoring Articles and Web Resources, Informal Mentoring Resources, Mentoring Videos, Transfer and Promotion Resources, and Upward Mobility. The main content area is titled 'Informal Mentoring Resources' and contains a paragraph of introductory text, a bulleted list of three resource categories, and a closing paragraph with contact information for HRSD.

Inside CalPERS

Welcome

Intranet

Home | News & Community | Policies & Procedures | Forms | Get Help | **Jobs & Training** | Employee Benefits | CalPERS

## Jobs & Training: Career Planning Tools

### Career Planning Tools

- [Career and Education Fair 2014](#)
- [Career Services Program](#)
- [Career Services Program - Schedule an Appointment](#)
- [Classifications Specifications](#)
- [Informal Mentoring](#)
- [Informal Mentoring Articles and Web Resources](#)
- [Informal Mentoring Resources](#)
- [Mentoring Videos](#)
- [Transfer and Promotion Resources](#)
- [Upward Mobility](#)

## Informal Mentoring Resources

To provide you with additional context regarding the informal mentoring concept, we've compiled a number of resources, including information from our CalPERS events and activities, and links from organizations that have successfully implemented similar initiatives.

- [Mentoring Videos](#) - view videos from CalPERS events, and of our employees sharing their personal experiences
- [Informal Mentoring Toolkit](#) - designed to assist managers and supervisors with ideas and tools to reinforce mentoring within their teams and throughout CalPERS
- [Articles & Web Resources](#) - check out these external articles and websites to generate some ideas for making mentoring a part of your everyday

For more information or to share your mentoring ideas, please contact the HRSD, [Mentoring Mailbox](#).

# Initial Informal Mentoring Tools, Activities, and Collateral

- Built a resource toolkit for managers and supervisors
- Showcased employee-featured mentoring videos
- Held informal mentoring networking events
- Conducted baseline awareness survey
- Added informal mentoring to managers' and supervisors' annual performance evaluations

## Expanding the Informal Mentoring Initiative

- Assembled enterprise-wide Mentoring Advisory Committee
- Implemented Quarterly Leadership Mentoring Sessions
- Implemented “Mentor Your Manager” activity
- Promoting Job Shadowing program
- Refining communication efforts
- Conducting annual survey to gauge participation and awareness

## It's All Connected

- Workforce Strategic Plan
- Workforce Investment, Knowledge Transfer, and Consultant Reduction Business Plan Initiative
- Succession Planning



## Contact Information

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- CalPERS Mentoring Mailbox
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- Informal Mentoring Conversation Videos
  - <http://ow.ly/NcWhP>