NAME OF COMPONENT: AIA Honolulu

COMPONENT SIZE: 850

POINT OF CONTACT: Jacy Youn (Executive Vice President), jacy@aiahonolulu.com

PROGRAM TITLE: 5x5x5 Mentorship Program

PROGRAM STYLE (presentation, panel, activity, etc.): Self-scheduled/organic mentorship sessions

PROGRAM DURATION (60 minutes, half day, multiple day, etc.): Five evening sessions over a 10-month period. 25 total sessions are facilitated through the program by all participants.

PROGRAM CEUs (HSW or LU if applicable): None

PROVIDE A BRIEF DESCRIPTION OF THE PROGRAM:

The 5x5x5 Mentorship Program connects emerging professionals with industry leaders to stimulate intergenerational and interdisciplinary dialogue. Twenty-five mentees are broken into five groups of five. They rotate to chat with one mentor every two months until they have met five different mentors in a ten-month span. Discussions are candid and informal over happy hour and aimed at career and leadership development for the rising generation in the architecture profession. Since 2015 the program has attracted the interest of other AIA chapters and has been featured as an AIA Best Practice.

WHO IS THE INTENDED AUDIENCE (include size and demographic)

Emerging professionals in architecture (licensed and non-licensed), as well as young professionals in the design and construction industry or in allied organizations

HOW DOES YOUR PROGRAM ADDRESS THE CORE MEMBER SERVICE? (core member services are: Member Communications, Education, Advocacy, Public Outreach, Governance, Finance & Operations, and Membership)

The program has generated new AIA and Associate AIA memberships, has strengthened relationships with other organizations, and has provided an avenue for mentorship, leadership and education outside of the work setting. This is where the value of local membership is built.
HOW (list the steps or process to implement this program, be as specific as possible. Provide sample agenda of applicable)

In order to implement a program like this, it must first have a core committee dedicated to continuing the program for many years, and a community large enough to have a need for mentorship. Five mentors must be identified, who are industry leaders and of diverse backgrounds. Twenty-five participants need to be solicited for the program, which is the most time-consuming task. The committee then plans a kickoff event, breaks the participants up into groups of five, and creates a schedule for meeting with the mentors for the entire year. Once groups are established and both mentors and mentees understand the schedule and objectives, the program is self-run and reliant on a group coordinator to facilitate scheduling as well as conversation during sessions.

WHAT ARE THE LEARNING OBJECTIVES? (provide sample learning objectives that can be used as is or slightly modified to cover program content)

Learning objectives are exposure to various fields within the design and construction industry, professional development, gaining insight into personal or social factors within the industry, identifying prospective jobs or opportunities and identifying an immediate path forward in one’s career.

WHAT IS THE BUDGET? (include all costs including sponsors, grants, and other outside funding)

Participants are $50/person. Overall income is $750, and only expense is a kickoff event (roughly $400). So far, no sponsorship has been provided for the program.

LINKS (resource website, file library, etc.)

https://www.aiahonolulu.org/general/custom.asp?page=MentorshipProgram

How to submit a
Component Best Practice

AIA national is working towards creating a database of best practices that are sharable and replicable for components’ use. Best practice submissions should fall under one of the core service categories and should elevate that core service.

Programs should:

- **Innovate** – The program or best practice should demonstrate the ability of the chapter to serve members and the community. It should capture and interpret the needs of your current and future membership. The program should illustrate a comprehensive understanding of the topic and illustrate performance excellence and value.

- **High-quality** – The program or best practice should exemplify and promote relevant knowledge on a topic. Also, evidence should be provided to demonstrate that the program engages in ongoing knowledge and programmatic evaluation and enhancement. An added plus is that the program concept, development, content and implementation engaged the component in collaborative relationships with other allied organizations.

- **Replicable** – The program must be replicable with steps/processes for chapters to follow. The program should incorporate tangible, practical content that can be used by other components.

- **Relevant** – The objectives, design and content of the program should be consistent with the members’ needs and challenges. The program should be reviewed periodically to determine its continued relevance in meeting member needs. The program can engage members as well as nonmembers and expand the influence of architects in their communities and the profession.

- **Measurable** – The submission must have clear and specific measures/indicators of success. The program must have quantitative measures that demonstrate the overall impact or effect on the overall membership.

**Resources**
View previously submitted Best Practices (link to Component Connect)

All Best Practices should abide by the [AIA Content Style Guide](#)

**Contact**

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