



When

September 25, 2026 at 12:00 PM Eastern Daylight Time

Purpose

The SAWE Speed Mentoring sessions bring Mentors and Mentees together in small groups to allow Mentees and Mentors to meet and exchange needs and capabilities. This information is utilized to subsequently set up mutually agreed upon formal mentoring relationships between Mentors and Mentees. After a set amount of time, participants will be rotated to a new set of Mentees and Mentors where the mutual exchange of information will be repeated. This will allow Mentees to interface with multiple Mentors and vice-versa.

Process

Each Speed Mentoring Session will last 90 minutes. At the beginning, the moderator will explain the Speed Mentoring Purpose and Process. This will include basic rules of the SAWE Mentoring Process, reiteration of how the Speed Mentoring process works as depicted in the following paragraphs, and preparing for the transition to separate Virtual Rooms.

Following these introductory remarks, each Mentor will be placed in separate virtual rooms, and 2 Mentees will join the Mentors in each room. The Mentor will then proceed with his/her Talking Points (see below), not to exceed 1-2 minutes. Then it will be each Mentee's turn. The Mentee should introduce themselves, including what experience they may have and specific areas they are interested in obtaining mentoring. They may ask specific questions that should be noted by the Mentor, and if appropriate, the Mentor should give a short response to the inquiry. Note that the purpose of Speed Mentoring is to eventually pair a Mentee with a Mentor, so if a Mentee's inquiry is not specifically answered by a Mentor, this may be a subject that a subsequent Mentor in a different Virtual Room may be more qualified to respond to.

Each Mentee will have up to 4 minutes to introduce themselves and explain any mentoring needs. The Mentors will be taking notes during their time with the Mentees. This information will be used after the end of the Speed Mentoring session to aid in matching Mentors and Mentees for potential in-depth mentoring.

After 10 minutes have elapsed in the Virtual Rooms, the Mentees will be placed in a different Virtual Room with a different Mentor where the process will be repeated.

After the final swap of Mentors and Mentees in Virtual Rooms, everyone will be pulled back into the main room where the Speed Mentoring moderator will explain the post-session actions. These include contacting the Mentors and Mentees with potential Mentor/Mentee pairings along with the Mentors' and Mentees' contact information. It will then be incumbent of the Mentee to contact their potential Mentors to set up any in-depth mentoring relationship.



Mentor Expectations

In order to be a participating Mentor during these Speed Mentoring Sessions, each Mentor must register as a Mentor for the specific webinar. A registration link will be provided on the SAWE website, and in any correspondence applicable to the SAWE Speed Mentoring session. Each Mentor who has signed up to be a Mentor during these Speed Mentoring sessions shall provide the moderator with a recent headshot and a brief biography that is oriented towards relevant mass properties and/or management experience. This information will be posted on the SAWE website prior to the event and will be sent to registered Mentees so that they may be aware of the Mentors and their experience prior to the event.

Additionally, the Mentors are expected that they will make themselves available for both the actual Speed Mentoring date and time as well as for a practice session/dry run which nominally will be 2 weeks prior to the event. The purpose of the practice session is to ensure that the mechanism of the session (Teams webinar) works and that the Mentors can successfully connect as well as to work out any changes necessary.

Mentor Talking Points

- Mentor's Name and Industry (Industries) Supported
- Mentor's Qualifications
 - Years of Experience in Industry (ies)
 - [OPTIONAL] Number of Previous Mentees
 - Mentor's Specialized skills
- Short story of mentoring success
 - Can be either as a Mentee or as a Mentor aiding another
- Open up to the Mentees to introduce themselves and ask their questions

Mentee Expectations

Mentees must register for the Speed Mentoring event. A registration link will be provided on the SAWE website, and in any correspondence applicable to the SAWE Speed Mentoring session. There is no requirement that a registered Mentee must be a member of the Society of Allied Weight Engineers, however, if a Mentee wishes to obtain in-depth mentoring from an SAWE Mentor after the event, then the Mentee must be an SAWE member. Information regarding SAWE membership is available at <https://www.sawe.org/members/join-renew/>. Note that new members get a 50% discount on their first year. Registration information must include a valid email address and phone number to allow post-event contact by the SAWE and applicable Mentors.

Contact

For more information, please contact the Mentoring Committee at mentoring@sawe.org.