Carothers, Todd

"Mentoring the Next Generation of Project Managers"

**Abstract:** How do you develop the next generation of project managers? How do you build project management skills in individuals who have never been involved in a large-scale project? Can those individuals be effectively managed from a distance? Those were the issues facing Todd Carothers as he proposed to provide project management services to implement an accounting system at a K-12 school district. His project management team included two student interns and himself.

The first challenge was to convince the customer that we were the right team for the job. Once Todd won the work, the challenges and successes of developing these interns became Todd's focus. This presentation focuses on those development steps including project management orientation, systematic mentoring activities, and adjustments when Todd's plans needed to be altered.

This case study will provide an in depth look at the lessons learned – both successes and failures. It will take those lessons learned and reflect on how this may guide us as project managers in developing the next generation.

At the end of this session, participants will understand: An approach to develop next generation project managers with no previous experience. The successes and failures experienced using the developed approach. Suggested changes to the approach to improve success.