**Mentoring Dating Service Idea**

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(This is a document written for a company of a certain size. This probably isn’t practical for small teams, but at a large company this could be a beneficial program)

In writing appraisals for our team members we Art Leads have been looking for ways that Regulars can pick up skills and Seniors can provide some knowledge sharing.  Providing a place and structure where these 2 different groups can find each other and figure out how to make mentoring happen is a win for them and for the company. Here's what I suggest:

We would send out a questionnaire to the artists asking them specifically what they want to be mentored in (Art Critique, 3D, Animation, FX, and any other subjects we can think of) and who is willing to be a mentor in those subject areas.

Once we have gathered this data we should hold a session in a large room where we mark each corner of the room as devoted to each of the mentoring subjects.  Then we place the mentor volunteers in their corresponding corners.  At that point those looking to be mentored go to the corner that corresponds to the subject that they indicated on the questionnaire that they wish to be mentored in.  Then all attending should be encouraged to talk with each other about what sorts of things they are looking to learn and the best ways to accomplish these goals.  There may be a need for a second round of discussions if people are looking to be mentored in more than one subject.

We should leave it up to the artists as to how they would like to pursue the actual mentoring. We can make some recommendations as to how to go about it (frequency and duration of sessions, ways to give positive critiques, etc.), but also insure that this isn’t an open-ended invitations for day-long chat sessions without concrete direction.

Of course mentoring can happen in a number of different ways. Critiques don’t necessarily need to be a super experienced Senior talking to a novice Junior. Those interested in gaining more critiques of their work from a variety of sources could hold sessions with their peers where all attending brings a piece of art to share and get feedback from the others. This might be particularly useful if those coming to the session are from different teams… this provides a fresher perspective.