



The CareerCrafters Mentorship Program by CPS is a six-month structured mentorship experience designed to foster professional growth, skill development, and meaningful connections between mentors and mentees. This program provides a unique opportunity for mentors to guide emerging professionals while allowing mentees to achieve career-defining goals and expand their professional network.

Participants dedicate two hours per month to a blend of one-on-one meetings, group Zoom sessions, and cohort-based in-person workshops, each designed to support different aspects of their development:

ONE-ON-ONE MEETINGS

These personalized sessions focus on setting individual goals, tracking progress, and providing targeted guidance.

ZOOM MEETINGS

Group sessions bring together mentors and mentees for collaborative learning on essential topics such as goal-setting, mental wellness, and networking.

IN-PERSON WORKSHOPS

These interactive sessions bring the entire mentor/mentee cohort together to build skills in leadership, communication, and real-world problem-solving through hands-on activities.

This balanced approach ensures that both mentors and mentees receive structured support and foster valuable connections throughout the program, promoting lasting change and professional advancement.

Program Structure & Milestones

DURATION: 6 MONTHS
(2 HOURS PER MONTH)

MEETING BREAKDOWN:

- ✓ 4 Zoom Meetings for group learning and skills development
- ✓ 2 One-on-One Meetings for personalized guidance and mentorship
- ✓ 2 In-Person Workshops for hands-on learning, collaboration, and networking

Session Outline

ZOOM #1: ORIENTATION & GOAL SETTING

Kickstart the program by introducing mentors and mentees, setting expectations, and establishing initial goals.

- **Introductions:** Personal introductions to build rapport and establish a comfortable learning environment.
 - **Goal Workshop:** Engage in a workshop focused on identifying personal and professional goals, including setting SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) objectives.
 - **Development Plan:** Mentors and mentees collaborate to develop a personalized plan for skill growth, discussing resources, activities, or readings that may aid in achieving goals.
 - **Feedback:** Mentors provide initial feedback, and mentees are encouraged to share any concerns or areas needing support.
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ONE-ON-ONE #1: INITIAL ASSESSMENT & GOAL SETTING

This first individual meeting provides an opportunity to assess current skills, discuss career aspirations, and set specific goals.

- **Getting to Know Each Other:** Build a foundation of trust and understanding.
 - **Assessment:** Review the mentee's current skills, resume, portfolio, or recent work to identify strengths and improvement areas.
 - **Goal Setting:** Establish both short-term and long-term goals, tailored to the mentee's career path.
 - **Open Discussion:** Mentors provide feedback and mentees share any immediate needs or goals.
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IN PERSON #1: LEADERSHIP & MANAGEMENT WORKSHOP

Focused on developing essential leadership and management skills, this session includes interactive activities to foster teamwork.

- **Workshops on Key Skills:** Cover topics such as effective communication, decision-making, and strategic thinking.
 - **Group Activities:** Encourage collaboration through exercises that simulate real-world team dynamics.
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ZOOM #2: MENTAL HEALTH & LIFE BALANCE WORKSHOP

A session dedicated to discussing strategies for maintaining mental wellness and achieving work-life balance.

- **Professional Development Focus:** Emphasis on mental health and self-care relevant to career demands.
- **Guest Speaker:** Insights and trends from an industry expert.
- **Discussion:** Engage in discussions about balancing career growth with personal well-being.

ZOOM #3: NETWORKING & RELATIONSHIP BUILDING WORKSHOP

An interactive session aimed at helping mentees develop effective networking skills.

- **Networking Training:** Learn and practice networking strategies that are essential in building lasting professional relationships.
 - **Interactive Practice:** Role-play scenarios to improve networking skills and confidence.
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ONE-ON-ONE #2: MID-PROGRAM REVIEW & ADJUSTMENT

The midpoint meeting assesses progress, provides feedback, and adjusts goals as necessary.

- **Progress Review:** Evaluate progress toward initial goals and discuss completed achievements.
 - **Feedback & Adjustment:** Mentors provide constructive criticism, and mentees are encouraged to reflect on any challenges or obstacles they faced.
 - **Goal Revision:** Update goals and development plans based on progress.
 - **Career Guidance:** Discuss the mentee's evolving career aspirations and offer advice on navigating the industry.
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ZOOM #4: PATIENT SCENARIOS & COMMUNICATION WORKSHOP

This session focuses on practical problem-solving and effective communication.

- **Scenario Sharing:** Mentors share examples, including best-case and worst-case scenarios, along with common challenges and solutions.
 - **Interactive Learning:** Mentees and mentors discuss strategies for handling challenging patient scenarios and enhancing communication skills.
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IN PERSON #2: MENTEE PRESENTATIONS & PROGRAM REFLECTION

A final workshop that allows mentees to present their growth, reflect on their experiences, and receive recognition for their accomplishments.

- **Presentations:** Each mentee delivers a 10-minute presentation on their experiences, achievements, and key learnings from the program.
- **Feedback & Improvement Discussion:** Open forum for feedback on presentations, with guidance on potential areas of growth.
- **Recognition Ceremony:** Certificates of completion and acknowledgments of each participant's commitment and growth.



The CareerCrafters Mentorship Program by CPS is designed to create a lasting impact, enabling mentees to achieve career-defining goals and mentors to cultivate meaningful, guiding relationships.



MEET OUR MODERATOR

Peter Beckwith is the Founder of Mad Rose Media and a sought-after consultant and strategist who specializes in inspiring dentists to discover their "why" and achieve new heights in their careers. With a compelling personal story of resilience and reinvention, Peter brings a unique ability to motivate and elevate professionals, helping them find clarity, purpose, and passion. As the moderator of the CPS CareerCrafters Mentorship Program, Peter will guide participants to unlock their full potential and create meaningful, lasting growth.

This structured approach provides tools, support, and a network that will continue to benefit participants long after the program ends. We look forward to seeing each participant grow, lead, and thrive as they reach new heights in their careers.



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