



2026

MENTOR PROTEGE PROGRAM

CONNECT. COMMUNICATE. LEAD. THE HUMAN SIDE OF ENGINEERING

The CASFM Mentor–Protégé Program returns in 2026 with a renewed focus on connection, communication, and leadership in a people-driven profession. Designed to bring together seasoned stormwater professionals and emerging leaders, the program creates a collaborative learning community to strengthen both individual careers and the broader industry.

Through interactive group events, participants will build self-awareness, confidence, and relationship-building skills essential to long-term success. From understanding how different personalities respond to challenge, to developing a strong presentation voice, to cultivating professional relationships, the program emphasizes practical skills that turn technical expertise into leadership impact. More than mentorship, this is a shared journey—one that fosters trust, breaks down silos, and equips the next generation to lead.

RULES OF ENGAGEMENT

Participation Fee

\$50 payable to
CASFM.

Honor System

Use the program
for mentorship,
not recruitment.

Commitment

Monthly meetings and
attendance at group
events are expected.

SCHEDULE

Application Period Opens

January 30.

Applications Due

February 6.

Matchmaking Event

March 6.

First Group Event

April 24.

Program Duration

January-September
2026. Concludes at
the Annual CASFM
Conference.

MATCHMAKING EVENT
MARCH 6, 2026

APPLY

MENTORS: [Fill out this application.](#)

PROTEGES: [Fill out this application.](#)

SELECTION

The Mentor/Protégé Committee
will review applications and notify
participants

MATCHMAKING EVENT

Network with potential matches and
submit your top 3 choices

MONTHLY MEETINGS

Engage in monthly one-on-one
meetings with your match and
attend three quarterly events over
the duration of program

GROUP EVENTS

April 24, 2026

June 26, 2026

August 21, 2026

Know Yourself Through Challenge

Kick off the CASFM Mentor-Protégé Program with an interactive, facilitator-led workshop that uses a personality assessment (such as the Color Code or DISC or Meyers Briggs) to reveal how different motivators respond to challenge and conflict. Participants will gain practical insight into their own and others' communication styles—turning potential friction into clearer conversations, stronger relationships, and more effective collaboration.

Make an Impact through Speaking

Build confidence and presence through a dynamic, hands-on public speaking event in partnership with CASFM's Toastmasters group. Attendees will sharpen their skills through both prepared speeches and on-the-spot speaking exercises—gaining practical tools to think quickly, speak clearly, and connect with any audience.

Engineering Relationships

In the world of engineering, success is built on one thing: relationships. But not just any relationships – those that pave the way to an impactful, conscientious built environment. Join us for an electrifying discussion on the art of relationship building in the engineering industry. We'll dive into powerful strategies that transform engineers into friends and turn projects into collaborative puzzles.

REQUIREMENTS

MENTOR

- Minimum 8 years of experience.
- Committed to attending the matchmaking event March 6, 2026.
- Committed to meeting with your protégé monthly throughout the program.
- Committed to attending three CASFM Mentor/Protégé quarterly meetings (April 24, June 26, August 21)
- Committed to being open and supportive with your protégé.
- Committed to helping your protégé grow and reach their goals.
- \$50 CASFM Fee: This fee helps cover the expenses associated with hosting group events.

PROTEGE

- Committed to attending the matchmaking event March 6, 2026.
- Committed to meeting with your mentor monthly throughout the program.
- Committed to attending three CASFM Mentor/Protégé quarterly meetings (April 24, June 26, August 21)
- Committed to being open and receptive with your mentor.
- Committed to preparing goals or growth areas for mentorship.
- \$50 CASFM Fee: This fee helps cover the expenses associated with hosting group events.

HOW TO APPLY APPLICATION

Fill out an application by midnight February 6, 2026.

MENTORS: Fill out this application.

PROTEGES: Fill out this application.

PAYMENT

Upon acceptance, submit a \$50 fee to CASFM. More information on payment methods coming soon.



Why Be a Mentor

- Enhance your **leadership** and **communication** skills.
- Build a legacy and shape the **future** of the profession.
- Pass on valuable **knowledge** and **best practices**.
- Expand your **professional network**.
- Broaden your **knowledge** with new **ideas**, **trends**, and **connections**.
- Enhance your professional **fulfillment** by helping others **succeed**.
- Learn from **new perspectives**.
- Give back to the **stormwater community** and showcase your commitment to the future of engineering.
- Strengthen the profession by developing **new talent** outside your regular sphere of influence, ensuring the future success and sustainability of stormwater engineering.

Why Be a Protege

- Gain valuable insights and knowledge from experienced mentors.
- Work closely with senior level talent to develop essential technical and leadership skills to enhance your professional capabilities.
- Obtain career guidance and tailored advice.
- Form valuable connections within the industry and expand your professional network.
- Boost your confidence and decision-making ability.
- Benefit from personalized learning, goal setting, and advice.
- Enhance your visibility and reputation within the overall stormwater industry.
- Meet your goals with an accountable partner who is proactive about supporting your career development.
- Form a long term professional relationship that will support your growth throughout the years.
- Be inspired and motivated.





MENTOR GUIDE

QUESTIONS TO CONSIDER AS A MENTOR

- How did you get where you are in your career?
- What advice would you give your beginning self?
- What advice would you give yourself during your most challenging career period?
- What is one challenge in your career and how did you overcome it?
- Did you ever feel “stuck”? What did you do to get out of the rut?
- What were the most impactful moments of your career?
- What were the most impactful trainings or seminars you have done?

RESOURCES FOR MENTORS

- ◆ [7 Tips about How to Mentor Someone](#)
- ◆ [5 Ways to Become a Better Mentor](#)
- ◆ [If You Want To Be A Great Mentor Do These 5 Things](#)
- ◆ [The Relationship You Need To Get Right](#)

MENTOR TIPS

GUIDANCE Share personal experiences and provide resources.

ENCOURAGEMENT Promote critical thinking and encourage self-reflection.

STRUCTURE Set boundaries.

FOUNDATIONS Establish clear goals and build trust.

COMMUNICATION Practice active listening and provide constructive feedback.

SUPPORT Be approachable and available.



PROTEGE GUIDE

QUESTIONS TO CONSIDER AS A PROTEGE

- Where do you want to take your career?
- What skills do you think you need to improve?
- What obstacles are you confronting?
- What concerns do you need help with?
- What fears do you have about your career progression?
- What are you confident about?
- What types of people/personalities do you find challenging? What skills do you need to make that process smoother?

RESOURCES FOR YOU

- ◆ [Mentee Toolkit](#)
- ◆ [How to be a Good Mentee](#)
- ◆ [What Mentors Wish Their Mentees Knew](#)
- ◆ [How to be a Great Mentee](#)

PROTEGE TIPS

GOAL SETTING Clarify your goals and set realistic expectations.
ENCOURAGEMENT Use open communication, practice active listening and be open to feedback.
LEADERSHIP Take initiative and risks.
CONNECTION Show gratitude and build relationships.

