

BAMM NextGen Presents:

# Mentorship Relaunched

Insights from Mobility & HR professionals

April 29, 2021

The logo for Pearl Global Tech, featuring the word "PEARL" in a large, bold, sans-serif font with a registered trademark symbol, and "GLOBAL TECH" in a smaller, bold, sans-serif font below it.

# Agenda

- Housekeeping
- Why join a formal mentoring program? - Sophie Alcorn
- Reliving a successful mentor/mentee relationship - Tricia Sirois & Rebecca Counihan
- Q&A with the speakers
- Call to action - how to join the mentorship program

# Polling Questions

# Why join a formal mentoring program?



## Introducing: Sophie Alcorn - Founding Partner at Alcorn Immigration

- Sophie is one of California's top immigration attorneys, an entrepreneur, a founder, and a thought-leader. Sophie authors TechCrunch's advice column "Dear Sophie" and hosts the podcast Immigration Law for Tech Startups
- Starting as a mentee at Entrepreneur's Organization with YPO, she now mentors and advises entrepreneurs at organizations such as 500 Startups and Alchemist Accelerator
- Her participation in mentorship through Leadership Mountain View led to a current role on the MV Chamber Board
- Sophie's mission is to help people harness their strengths, follow their hearts, find direction in their goals, and live their dreams in the U.S.



# My experience as a mentee & mentor



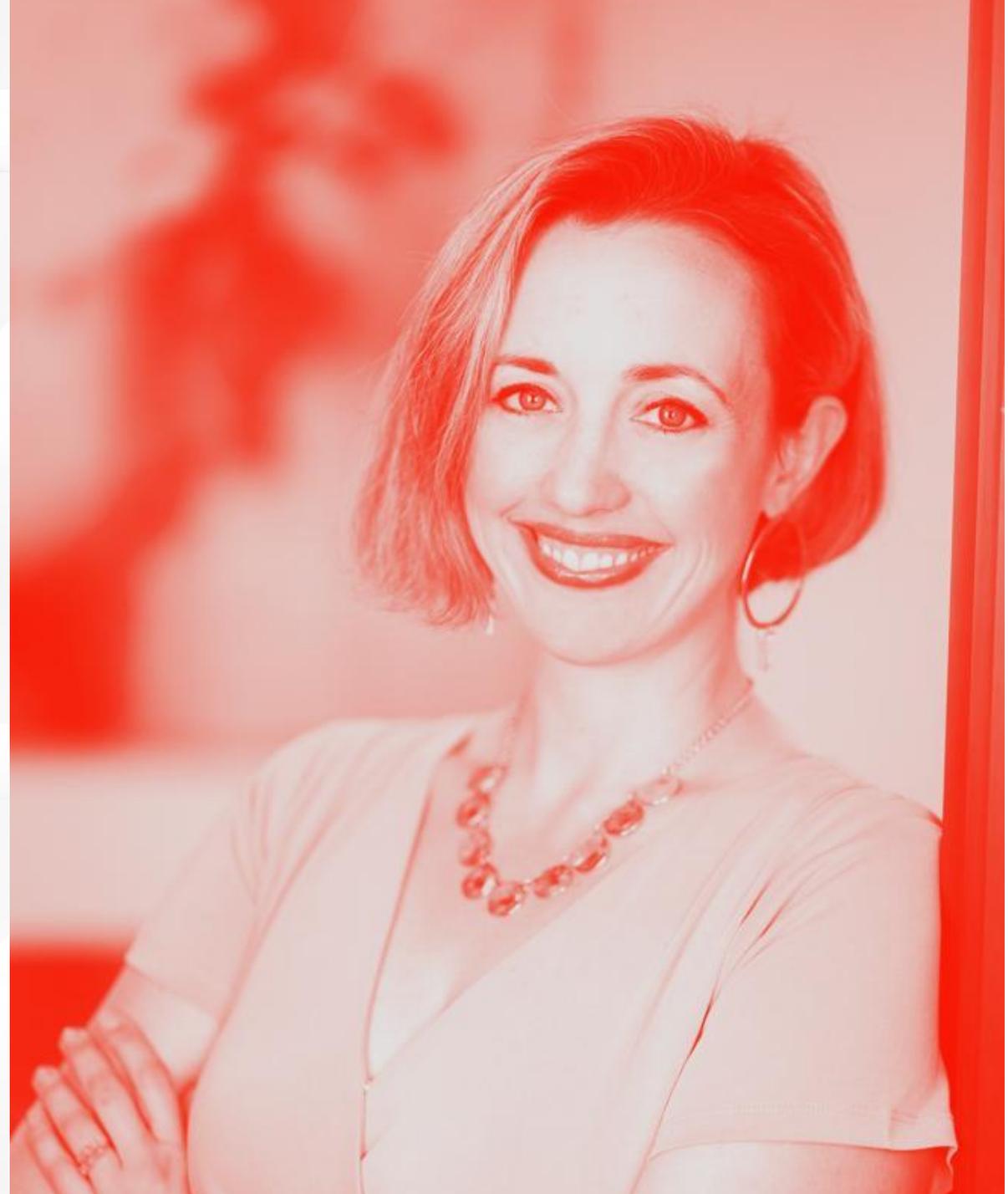
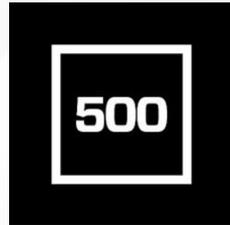
LEADERSHIP MOUNTAIN VIEW



MOUNTAIN VIEW  
CHAMBER OF COMMERCE  
CELEBRATION OF LEADERS



COMMUNITY FOR  
GLOBAL INNOVATION





# Purpose of the Mentor-Mentee Relationship





# What are mentees looking for?

- Experience and knowledge
- Authenticity, empathy, creativity & honesty
- Clear communication
- Direct feedback





# What are mentors looking for?

- A positive attitude
- Open to learning
- Clear communication
- Initiative





# A note on impostor syndrome





How to do it well



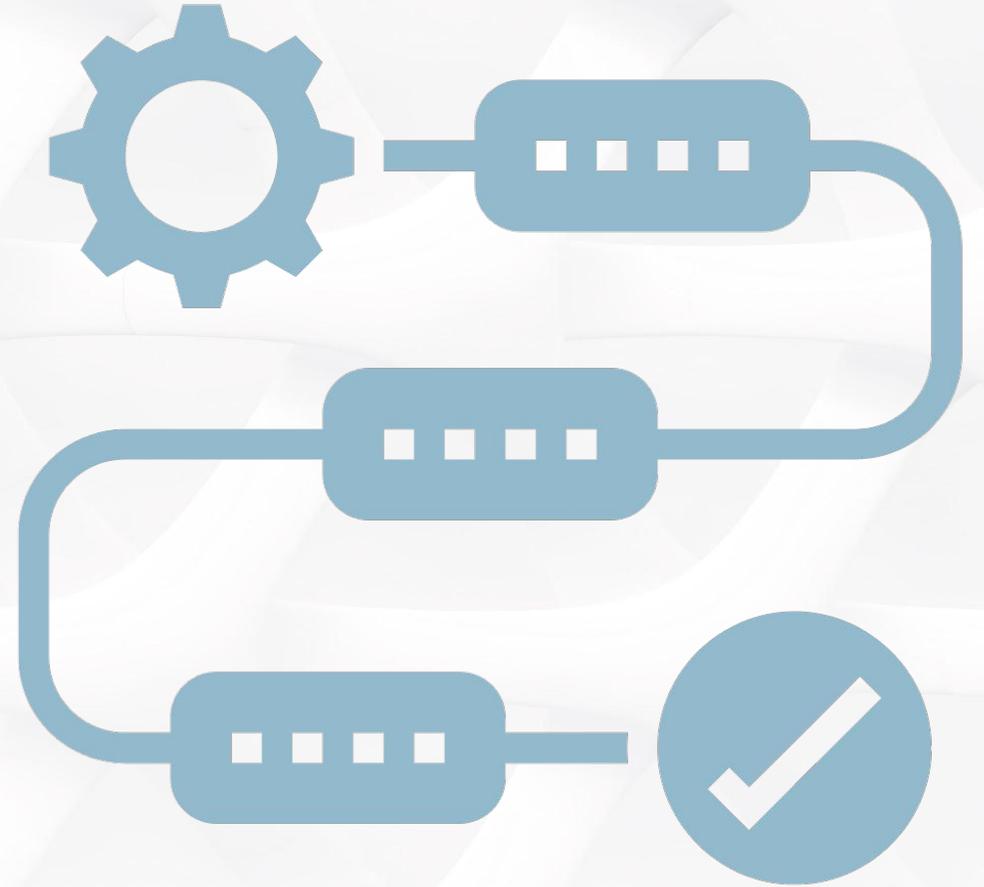
# Define your objectives

## MENTOR

- MOTIVATE
- INSPIRE
- LEADERSHIP
- HELP
- IMPROVE
- TRAINING
- WORK
- SUCCESS



# Commit to Cadence





# Schedule it now





# Create SMART Goals for each meeting

## Goal Setting

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- S** specific
- M** measurable
- A** attainable
- R** relevant
- T** time - bound



# Meeting Agenda





# Stay Connected!

Follow Sophie and Alcorn Immigration Law on  
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# Polling Questions

# Reliving a successful mentor/mentee relationship

with Tricia Sirois & Rebecca  
Counihan



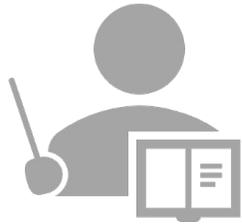
## Introducing: Tricia Sirois

- Tricia began her career in Human Resources working in Talent Acquisition Operations at McAfee. In 2013, Tricia started her work in U.S. Immigration and by the end of 2013 she joined FireEye as a HR Program Manager to build out their Global Mobility program. In 2015, Tricia joined Adobe's Global Mobility team. She is passionate about operational efficiency and delivering exceptional employee experiences.
- As a long-time corporate BAMM member, and current NextGen committee member, Tricia has been an active participant in our industry for a number of years. Throughout her association with BAMM, she participated in a previous iteration of the Mentorship program, and was lucky enough to be paired with another of our presenters today – Rebecca Counihan.

## Introducing: Rebecca Counihan

- Rebecca is a curious and collaborative leader who enjoys problem solving and building trusting teams. Rebecca began working at Intuitive 10 years ago in HR, focused on building out talent acquisition programs. Leveraging her background as an immigration paralegal, and relying on mobility partners and the BAMM network, she built out the company's global mobility program.
- Rebecca moved over to the tax department for 2 years, continuing to support international mobility programs while taking on corporate governance and other tax projects. For the last 3+ years, she has supported various strategic initiative projects as part of business process architecture. She lives in the Bay Area and enjoys spending time with her husband and two kids, cycling, hiking, puzzles, and can't wait to travel again.
- Rebecca mentored Tricia in a previous BAMM Mentorship program.

# Lessons Learned



Why participate in  
mentorship?



Creating a successful  
partnership



Career growth

# Call to Action - Join the Mentorship Program



For information on the Mentorship program:

<https://www.mybamm.org/Mentorship>

To register for the Mentorship program, please complete this short survey:

<https://www.surveymonkey.com/r/KK7SJVF>