

Mentoring & Succession Planning Round Table Session
Facilitated by Richard Poore, Victoria Playhouse, Petrolia

- Growth of Audience/work comes from conversation
- Identifying young people and taking them under our wing
 - Skill sets -- just doing stuff with your mentee so they can gain hands on practical experience
 - Remember that is can be an evolving situation
 - Be yourself and figure it out
 - Share your stories and experience
 - There is no set path; a lot of people have fallen into it
 - Trying lots of things; there is no teachable skill set to lead us into these jobs; learn by doing
 - It is an enthusiastic and breathing experience; **Key characteristics are: initiative, being interested, brave, passionate, determined**
- **Where do we go to further our own skills? Mid-career renewal; influencing post secondary education programs (NAPAMA-CPAE Training on the internet; working with Queen's University to develop a low residency masters)**
- Structures of our organizations do not align with the next generation (using a European Model that is trying to fit into a more diverse landscape)
 - The notion of everyone coming to the table to learn from each other
 - Living growing thing that will move the sector forward

- Do we need younger mentors? What can WE learn?
- Mapping of what is available to pass on
 - What strengths do we have?
 - What practices have we developed?

- Keep Zoom going at Ontario Contact continue integration of young people.
 - Embed in the conference schedule