

Program Overview

ARCHway is launching its fourth program year in early 2024. The AIA Columbus mentorship and leadership initiative connects young architects with firm leaders in the Columbus architectural community. It is a comprehensive approach to mentorship that also focuses on developing leadership skills for emerging talent and seasoned professionals. The program structures multiple modes of active interaction, such as group mentoring, reverse mentoring, and peer-mentoring, through thought provoking sessions.

Program Outline

Session 1 | January 25, 2024

4-6 pm

Connect: Speed Mentoring Mixer

This 2-hour mixer is a causal event so that all participants can interact with one another. A speed-mentoring icebreaker exercise for Advisees and Advisors identifies key interests as a foundation to starting new mentoring relationships. Session leaders will distribute resumes before the event of all participants.

Session 2 | February 22, 2024

4-6 pm

Discover: Knowing Your Talents

As a leader it is important to know what talents you possess and that you bring to the leadership table. Do you know what strengths you possess? Every leader possesses their own unique set of talents. According to the Gallup Organization, "we spend too much time focusing on our weaknesses, trying to make them stronger rather than recognizing our strengths." When you focus on your weaknesses, you miss out on utilizing what you do best for your organization. Participants in this workshop will take the Clifton StrengthsFinder inventory prior to the session to learn their five strongest talents. By focusing on your strengths, you increase your effectiveness as a leader. You will gain a better understanding of yourself, identify your top five strengths, and learn how to maximize your strengths to increase your effectiveness as a leader.

Session 3 | March 21, 2024

4-6 pm

Energize: Keynote Presentation

Session 4 | April 18, 2024**4-6 pm***Engage: Focusing on Your Skills and Passions*

Many architects, regardless of career stage, find themselves working through inefficiencies and misapplication of their individual skill set, leading to frustration, burnout, and departure from the profession. What does it look like to define your personal brand of leadership? How can you learn to flex your leadership muscle in your professional and personal life? How can you build agency to apply those skills and affect long-term impact? How do you identify those around you who can build into you while you build into others? This session will explore these questions and more to help you identify your passions and skill set and apply them to your career in architecture.

Session 5 | May 23, 2024**4-6 pm***Transform: Driving Change Through Inclusion*

Why care about inclusion? Organizations that invest in programs that make employees feel valued survive economic downturns more resiliently. This interactive and engaging learning experience engages participants in how to transform workplace culture through inclusion initiatives. Participants will learn knowledge about why inclusion is so directly tied to business impact, tools to bring solutions on driving organizational change back to their workplace, and behaviors to model that help individuals manage up and around colleagues and leaders.

Session 6 | June 27, 2024*Celebrate: Reception*

Celebration of ARCHway's year with a social event. This event will be a highlight for the program, and a time for all participants to come together to share their experiences.