



Keeping Up With Professional Development During A Pandemic

- 1) Lessons/Topic Covered: The coronavirus pandemic is changing the way employees and businesses are approaching professional development, with many opting—at least for now—for online interactions.
- 2) Mentee Objective covered:
 - a) Discuss the effects of the pandemic on industry and how it has changed the job market to include current intern's experiences in virtual setting opportunities.
 - b) Discuss suggested ways that companies can/are keeping employees engaged.
 - c) Discuss reservations or concerns one may have about turning-on their camera.
 - d) Discuss best-practices for behaviors when the camera is on.
- 3) Goals/Objectives of this Lesson:
 - a) Discuss and compare what alumni/students are facing in academic, business and social setting:
 - i) Benefits of social media
 - ii) Social media platforms
 - iii) Camera-on culture
 - iv) Regular check-ins
 - v) Maintain normalcy
 - b) Discuss how alumni/student avoid burnout with working from home
 - i) Take breaks
 - ii) Make a reward system
 - iii) Set boundaries
 - iv) Try to stick with normal work routine
- 4) Sources
 - a) Interview with Arienne Martinez. "Ten Ways to Keep Your Employees Engaged During a Pandemic" Industry Matters, VGM. 06 Oct. 2020, <https://www.vgm.com/communities/10-ways-to-keep-your-employees-engaged-during-a-pandemic/>
 - b) Interviews with Honeywell International Inc. Interns. "What is it like to Intern During a Pandemic" Honeywell International Inc., Web 2020. Intern Edition. <https://www.honeywell.com/en-us/newsroom/news/2020/07/what-it-is-like-to-intern-during-a-pandemic>
 - c) Nagele-Piazza, Lisa. "Keeping Up with Professional Development During the Pandemic" SHRM. Web 13 April 2020. <https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/Keeping-Up-with-Professional-Development-During-the-Pandemic.aspx>
 - d) Richardson, Nicolle Marie. "11 Do's and Don'ts of Video Conferencing Etiquette" Inc., Web 13 Jan 2011, <https://www.inc.com/ss/video-conferencing-best-practices>
- 5) Read Ahead/Homework Assignment
 - a) Utilize the sources above to increase topic conversation between mentor and mentee.



- 6) Lesson Notes
 - a) Discussion of the Current Pandemic
 - i) How has the pandemic changed your daily routine?
 - ii) Has the pandemic changed your academic goals in any way?
 - b) Discuss what is being done in companies to motivate the employees.
 - i) How are companies keeping employees engaged?
 - ii) How are student interns adapting to a virtual internship setting?
 - c) Discuss the virtual aspects both positive and negative.
 - i) Have either of you found virtual setting easier or harder?
 - ii) Will either of you try to implement any of the suggested best practices for behavior when the camera is on?
 - iii) Will either of you try some of the suggestions for avoiding burnout in your daily routine?
- 7) Post Lesson Assignments
 - a) Based on the discussions, reflect on how your experience played out with engaging your mentor/mentee.
 - i) Was it successful?
 - ii) How could you have handled it differently?
 - b) Based on your reflecting, let's pinpoint different podcasts, books or other resources to make you more socially aware and able to ensure you're making a positive impact in keeping up with Professional Development During a pandemic. Being aware is the key to making a difference.
 - i) Given the current situation—It would be beneficial to engage others in conversation—to discuss what they have encountered regarding keeping up with professional development during a pandemic.
- 8) Lesson(s) Learned Feedback
 - a) Include any lessons learned from this module.