

# peopleprojects



## MENTORING

29 June 2011

An excerpt from *Directions, Strategic Planning & Management 2011*, reads:

*The goal of our people strategy is to be able to attract very good people, and to develop them into great consultants.*

A team effort to advance the above-referenced goal was undertaken last fall.

**Heather Swan** identified a mentoring opportunity at the University of Toronto's Faculty of Applied Science & Engineering. **Hilary Best** did all the heavy lifting to make it happen.

**Shayne Giles, Heather Swan** and **Lorenzo De Santis** mentored two teams of first year engineering students from October 2010 through to March 2011. The teams assessed the needs of the Toronto office and designed a prototype layout and office/cubicle design to enhance employee quality of life and maximize the number of employees within the space.

Mentoring university students passes on valuable skills and lessons; it helps us identify potentially good employees; and it gets Dillon's brand out in university networks. Another important benefit is the opportunity for our mentees to increase their sense of relevance in what they do by imparting their knowledge and sharing their enthusiasm for work they find engaging and exciting.