

Member Communication Experience

Mentoring: A Two-Way Street of Knowledge Exchange in Construction

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In the realm of construction management, seasoned professionals often ponder what wisdom they can bestow upon the younger generation. Traditionally, the focus has been on education and training, and nurturing the growth of aspiring professionals in the industry. However, it is equally vital to recognize that these fresh minds bring a treasure trove of knowledge and insights that can profoundly benefit us. While we provide them with invaluable experiential opportunities, it is equally imperative to acknowledge their potential to educate and enlighten us. Their novel perspectives, innate digital fluency, and unbridled enthusiasm for venturing into uncharted territories can be the driving force behind innovation and enhancement within our industry.

Embracing this collaborative approach not only empowers these emerging talents to make meaningful contributions to our projects but also fosters a two-way knowledge exchange that enriches all parties involved.


The construction industry is undergoing a rapid transformation, with the pace of change continuously accelerating. As industry leaders, we must remain at the forefront, staying current with the latest advancements in technology, sustainability practices, and innovative methodologies. We have witnessed the advent of Building Information Modeling (BIM), the utilization of drones for site monitoring, the application of 3D printing in construction, and the immersive experiences provided by Augmented and Virtual Reality. Furthermore, the most recent breakthroughs in Artificial Intelligence (AI) are reshaping how we approach construction projects.



The employment landscape itself has evolved, ushering in a new generation of young professionals who enter our industry armed with exposure to advanced technologies, a keen understanding of sustainable practices, and a penchant for modern methodologies. These individuals possess the potential to infuse fresh energy into our projects and revolutionize our processes. Engaging in mentorship relationships with these emerging professionals not only assists us in adapting to these dynamic changes but also propels our collective progress forward.

In the realm of effective mentoring, the best relationships are those where the traditional power gradient is leveled, allowing ideas to flow freely in both directions. Within this egalitarian environment, a good mentor becomes receptive to learning, recognizing that knowledge is not a one-way street.

As we invest in mentoring our new staff, we must also actively engage with them to discover what they, in turn, can teach us.

In conclusion, mentoring in construction management is not merely a one-sided imparting of knowledge but rather a dynamic exchange that transcends generations. By embracing this collaborative approach and acknowledging the value of insights from both sides of the mentorship equation, we can collectively foster innovation, adapt to industry changes, and propel our field into a brighter, more sustainable future. 



About the Author

Dennis Milsten, CCM, is the director of federal programs at [Siris](#). He is an experienced professional with a diverse background in capital program management, construction quality management, construction procurement, and business development in both the public and private sectors.

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