



Career Stage Roundtables Notes

June 2024

Emerging Professionals

Mentorship, Resource Repository, and Peer Review

Carrie Parker, AIA, Chair, and her group, consisting of four individuals, focused their conversation on mentorship, particularly within the context of small firms and sole proprietorships. They also discussed the creation of a resource (detail libraries) repository at the state level and the concept of peer review. Carrie mentioned a forthcoming presentation by Paul Battaglia, AIA, EVP of AIA Virginia about a bill for protections for those participating in peer reviews, emphasizing the importance of delivering high-quality products. Managing risk and the pitfalls of starting your own firm were also discussed.

Mid-Career Professionals

Shawn Mulligan, AIA, Chair, led discussions focusing on career stages, personal growth, and finding value in one's work. The group delved into the idea that careers, like relationships, are constantly evolving and that setbacks or changes should be viewed as learning opportunities. They also discussed the importance of understanding and utilizing personal strengths, setting and achieving goals, and seeking support from mentors, coaches, and therapists. Sharing what support has been helpful and remembering that your value is not your job was emphasized.

Late-Career Professionals

Navigating Entrepreneurship and Resilience Challenges

Charles Piper, AIA, Chair discussed the challenges and potential pitfalls of starting and running their own firms. They emphasized the importance of managing risks, acquiring practical experience, and developing skills not typically taught in school, such as marketing, financial management, and resilience. John shared his insights from his architectural experience, stressing the need for job security and succession planning. The team also discussed transition plans, resource sharing, transparency, and financial information. The group underscored the need to prepare for challenging times and to equip their businesses and younger professionals with resilience along with the importance of being intentional in staff development and empathetic communication.

What's Next?

- Resources we need: small group of folks to share with outside or firm, opportunities for peer-to-peer mentorship
- Next meeting of the roundtables at ArchEx, Nov. 6-8, 2024 in Richmond.