

### **E3 (Educate, Elevate, Engage)**

Outcome: to engage junior designers (with 3-5 years' experience) and senior professionals in Design and Purchasing

(secondary outcome is to elevate our senior professionals in a mix with junior designers through education; we had several senior professionals become active with NEWH and board positions after their term)

Term: 6 months' commitment with monthly meetings/contacts as arranged (phone, coffee, happy hour, lunch, etc.)

Size: Groups of 2 or 3 juniors were assigned to senior professionals after a lunch "speed-meet" session... which introduced seniors and juniors groups on a random basis; my committee organized the "speed-meet" and E3 groups.

Conclusion: After 6 months, all groups met for Pizza and for an assigned 40-minute-Charette with awards

Expected Results: To showcase seniors and share success (check)  
To commit senior professionals over 6 months (check)

Unexpected Results: Junior designers asked for more connections with each other  
Senior professionals got to meet each other and connect