

# The Impact of Mentoring

A personal touch brings good fortune to others

BY BILLY MEDLEY, SR/WA

In the latest issue of Right of Way Magazine, I was pleased to see an article by Christina Holmes, SR/WA titled, “A Tale of Two Theories.” You see, Christina is one of our newest Tennessee Chapter 32 members, and I feel a personal sense of pride, especially after seeing that she had attained her SR/WA designation.

In 2013, Christina called me for some advice. At the time, she belonged to another chapter, and we had never met. She mentioned that she had read the article, “The Great Encourager” in the January/February 2010 issue, where I was interviewed about how I had helped some of my chapter members and was able to generate record attendance at our IRWA courses. When she called, she mentioned the article and asked if I might be able to give her some guidance. I told her it would be my pleasure!

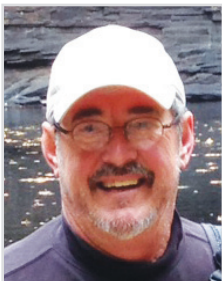
Christina explained that she had been trying to get her SR/WA designation, but that she was facing some roadblocks. There were several courses she needed to take, but her chapter wasn't planning to offer them in the near future. In order to determine what she needed, I asked her to send me the paperwork showing which courses she had completed and her work history. Then I directed her to IRWA's new career path on the website and explained the matrix for attaining the SR/WA. She jumped right on it and sent me the completed matrix and her resume. I was able to ascertain that our chapter would be offering the courses she needed, and told her she could take Course 100 online. She immediately applied for her SR/WA candidacy to get the process started. After taking the remaining courses in



Tennessee, she took Course 100 online and all the requirements were satisfied. I proctored her exam and soon after, her SR/WA certificate and pin were on their way.

During one of our phone conversations, Christina mentioned that she lived on the state line just south of Chattanooga and was feeling unchallenged by her job. She was hopeful that she would find something soon that was a better fit. Then I remembered an old friend from Region 2 who was planning to retire from the Tennessee Department of Transportation. I made a few phone calls and told Christina to contact them about a job. So she made the call, got the interview and landed a great job as a Senior Review Appraiser. After relocating to Chattanooga, Christina transferred her membership to Chapter 32, and our chapter has been blessed with her enthusiasm ever since.

That's one of the unique benefits of belonging to this Association. Members are always willing to help each other. In mentoring Christina, I was able to help guide her toward achieving her goals. She will make a great leader one day, and I'm confident that she will be helping others along the way. 🙌



*Billy is the Appraisal Supervisor, Office of State Assessed Properties for the Comptroller of the Treasury. He serves as Chair of Tennessee Chapter 32's Professional Development Committee, Education Committee and Transportation Committee.*