

Mentorship

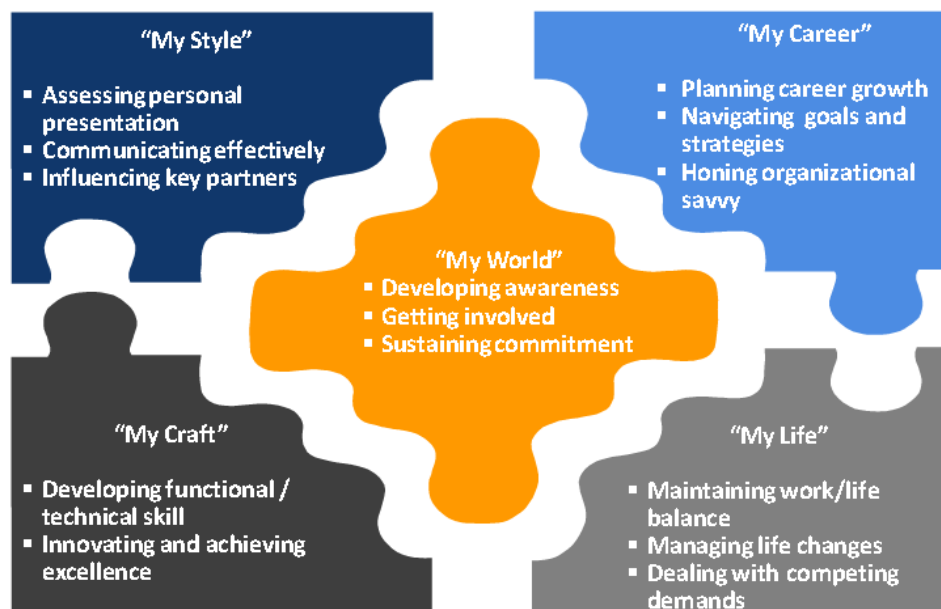
Mentorship is a recognized method for encouraging professional development. Health PEI believes it is vital to retain and continue to facilitate the growth of professionals by augmenting the existing tools and skills they have in order for them to continue to be successful.

Objectives:

- Help participants **identify and achieve career development and personal growth goals** that support business objectives
- **Support building a group of leaders** who have knowledge, skills and abilities
- Foster higher levels of **engagement and career vision**
- **Furnish participants with the tools** necessary to perform to their highest capability
- **Create opportunities** to meet and partner with others of different job titles, descriptions or cultural boundaries
- **Create a culture** that sees mentorship as an effective way of developing individuals

The Five “MYs”

One-on-one mentoring focuses on helping mentees manage the five aspects or “MYs” of their professional and personal lives:
“My Style”, “My Career”, “My Craft”, “My Life”, “My World”



Mentor Defined

A mentor assists a mentee with learning something that otherwise would be acquired less thoroughly, more slowly or not at all. The mentor role should not be confused with the advocate or coach role. See below for descriptions.

Health PEI

One Island Health System

Advocate

- Represents the mentee's point of view
- Serves as a mediator on behalf of the mentee
- Acts as a sponsor to open doors
- Focuses on the internal political system

Mentor

- Helps the mentee to develop "MY" areas
- Develops trusting, confidential, and mutually beneficial relationships
- Listens and provides encouragement, feedback and new insights
- Assists mentee with personal and professional growth and improving contributions

Coach

- Brings a high level of targeted expertise
- Determines development areas using an assessment process (e.g. 360° feedback)
- Provides a third-party perspective from outside the organization

Mentorship Agreement

This agreement is between the Mentor, _____, and the Mentee, _____, and will last for the approximate time period of _____.

We are voluntarily entering into a mentoring relationship from which we both expect to benefit. We want this to be a rich, rewarding experience with most of our time together spent in professional development activities.

The **Mentee's objectives** for the Mentoring Program:

- To learn how to communicate effectively.
- To gain a better understanding of best-practice leadership experiences.
- To further develop decision-making skills.
- To enhance interpersonal skills.
- To learn self motivation, self discipline and goal setting techniques.
- To explore personal identity as a leader.
- To develop a sense of one's strengths and weaknesses as a leader.

The **Mentee's learning outcomes** will be measured by:

- Demonstrated knowledge in all of the above-listed objectives.
- Completion of leadership development opportunities (mandatory and elective components).

The **Mentor** will provide specific assistance to assist Mentee in achieving the above objectives:

- Provide guidance and support by creating an atmosphere of openness where meaningful communication and trust can exist.
- Identify and encourage Mentee to take advantage of support services and leadership development opportunities.
- Follow up with progress.

Face-to-face meeting(s) will occur bi-weekly; monthly; other _____.

Mentor and Mentee will also communicate via telephone and email. Everything discussed in relation to this agreement will be confidential unless otherwise specified at the time of the discussion.

This mentoring agreement sets forth the objectives that the Mentor and Mentee commit to working on together. **Both** agree to follow the guidelines of this agreement for the period specified and to make a good faith effort to resolve any issues that may arise between them.

Mentor's Signature & Date

Mentee's Signature & Date