

New Leaders Program



Mentorship Program



- Awesome Mentors from Film
- https://www.youtube.com/watch?v=7_NgqiCEClg

What is mentoring?

- Defined as “a mutually beneficial relationship which involves a more experienced person helping a less experienced person to identify and achieve their goals”.
- A process through which an individual offers professional expertise as well as support to a mentee.
- The intent is to shape a career that shows promise.
- It is an opportunity to give back by teaching the next generation of leaders and innovators.

Mentoring Program Goals

- Facilitate sharing of knowledge and experience amongst staff;
- Foster employees' growth and career advancement;
- Develop leadership skills in high performing employees.

Mentor -- Mentee

- A mentor
 - ▶ Provides support, a sounding board, knowledge, encouragement, guidance and constructive feedback to the mentee by developing a genuine interest in the growth of their abilities and talents.
- A mentee
 - ▶ Actively seeks support and guidance in their career and professional development from an experienced planner.

Benefits of Mentoring



- <https://www.youtube.com/watch?v=836-noR3DO8>

Benefits of Mentoring

Mentor

- contribute to the development of the future
- improve management, leadership and communication skills
- transfer of skills and knowledge
- increase awareness of current theories and ideals
- reflection on current practice
- personal satisfaction from making a contribution to the profession/organization

Benefits of Mentoring

Mentee

- develop communication skills and knowledge
- build professional networks and a support system
- increase confidence and self-esteem
- discuss and learn practical issues
- receive support and guidance to achieve career goals

Benefits of Mentoring

Organization

- Build relationships across the organization
- Increase retention and employee satisfaction
- Contribute to a learning culture
- Give a recruitment edge
- Support succession planning efforts
- Opportunity to shape the workforce of the future



Role

- Share knowledge and perspective of their years of experience
- Work with the mentee to identify specific development goals and prepare a plan for closing gaps and leveraging strengths
- Promote independent thinking and problem solving
- Provide specific experience-based advice, direction and wisdom
- Offer constructive and helpful feedback

Mentee Role

- Have a strong desire to learn, develop and grow professionally
- Identify developmental goals
- Take an active role in the learning process
- Accept feedback and contribute in finding solutions for improvement
- Keep supervisor aware of the progress of the mentoring relationship



What Does a Mentor Do?

- Supports the mentee in meeting essential job duties and helping them envision and take steps toward their career goals.
- Combines instruction in professional behavior and tasks with affective support.
- May fulfill all or a combination of roles (advocate; role model; advisor; coach; supportor)

Mentor-Mentee Relationship

- Initial meeting – focus on getting to know each other
- Subsequent meeting – mentors share some of their own career/work history
- Both mentor and mentee should reflect on what is important to them and what drives them both personally and professionally.

Mentoring Role Play (how to mentor staff in the workplace)

<https://www.youtube.com/watch?v=Jlh-lf2YWtc>

Process at a Glance

Activities	When	Where
Attend Orientation Session	October 2, 2019	Sherwood Business Centre - Room A
First meeting between Mentor and Mentee (1 to 1.5 hour)	October 2019	
Monthly meetings between Mentor and Mentee	November and December 2019	
Mid-point check-in	February 2020	
Monthly meetings between Mentor and Mentee	March and April 2020	
Closure final meeting between Mentor and Mentee	June –July 2020	
Program evaluation	July 2020	
Closing Session	September 2020	

Avoid pitfalls

- Be wary of unknowingly
 - ▶ dominating conversation,
 - ▶ exerting undue influence, or
 - ▶ quickly discounting alternative opinions.
- Presenting an alternative argument or view point before helping the mentee explore their ideas in a greater depth.

Relationship – Best Practices

A Great Mentor:



- guides discovery
- is fully engaged
- listens more than talks
- insists on accountability
- mentors the whole person

Key Mentoring Skills

- Listening Actively
- Building Trust
- Determining Goals and Building Capacity
- Encouraging and Inspiring



Failure is merely feedback that there is something blocking the path of the emergence and expansion of the greatest version of yourself.

— *Mother Teresa* —

AZ QUOTES

Feedback

- Why give feedback?
 - ▶ Obligation
 - ▶ Acknowledgement
 - ▶ Wants and needs
- When to provide feedback?
 - ▶ Frequently
 - ▶ On a regular basis
 - ▶ On a timely basis

Feedback

- How to give constructive and effective feedback?
 - ▶ In an atmosphere of mutual trust and regard.
 - ▶ With an understanding that you are working toward a mutual goal.
 - ▶ By acknowledging accomplishments and successes along with the areas which need improvement.
 - ▶ By being specific.
 - ▶ By keeping it simple
 - ▶ By exploring what is really going on.
 - ▶ By offering to work with them to develop solutions.

<https://www.youtube.com/watch?v=thFF7Yo3cLM>



A mentor is someone who allows
you to see the hope inside yourself.

— Oprah Winfrey —

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The delicate balance of mentoring
someone is not creating them in
your own image, but giving them the
opportunity to create themselves.

— Steven Spielberg —

AZ QUOTES

Health PEI

One Island Health System

Mentors

*"We make a living by what we get, we make a life by what we give."
-Winston Churchill*

- Make an impact
- https://www.youtube.com/watch?v=pb7_YJp9bVA

Questions

