

New Leaders Program



Mentorship Program

PEOPLE SI		EMINARS		WORKSHOPS
DIRECTION	TRAINI	NG		
PROGRAM	LEADE	ERSHIP	INSPI	LEARN
GOALS WORK	EN			R HELP
IMPROVE	COACH	GUII	DING	CAREER
MOTIVATE	METHOD)	SU	CCESS
DEVELOP		SKI	LLS	PRACTICE

Awesome Mentors from Film

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<u>https://www.youtube.com/watch?v=7_NgqiCEClg</u>

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.

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Mentoring Program Goals

Facilitate sharing of knowledge and experience amongst staff;

 Foster employees' growth and career advancement;

 Develop leadership skills in high performing employees.

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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.

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



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

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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

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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

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- 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

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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

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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)

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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-If2YWtc

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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	

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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:

oring JOHN C. CROSBY

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

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Key Mentoring Skills

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

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

— Mother Teresa —

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Feedback

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

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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

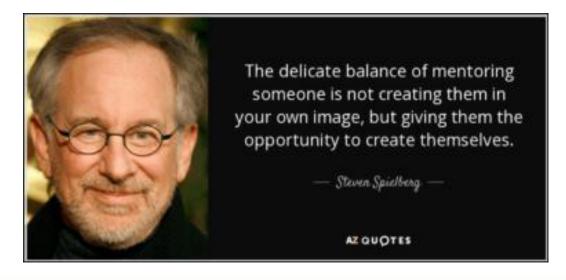
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A mentor is someone who allows you to see the hope inside yourself.

— Oprah Winfrey —

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- Make an impact
- <u>https://www.youtube.com/watch?v=pb7_Y</u>
 <u>Jp9bVA</u>





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