

Department of Medicine

Mentorship Program 19 November 2018



Mentorship Program Participation Criteria



Mentor

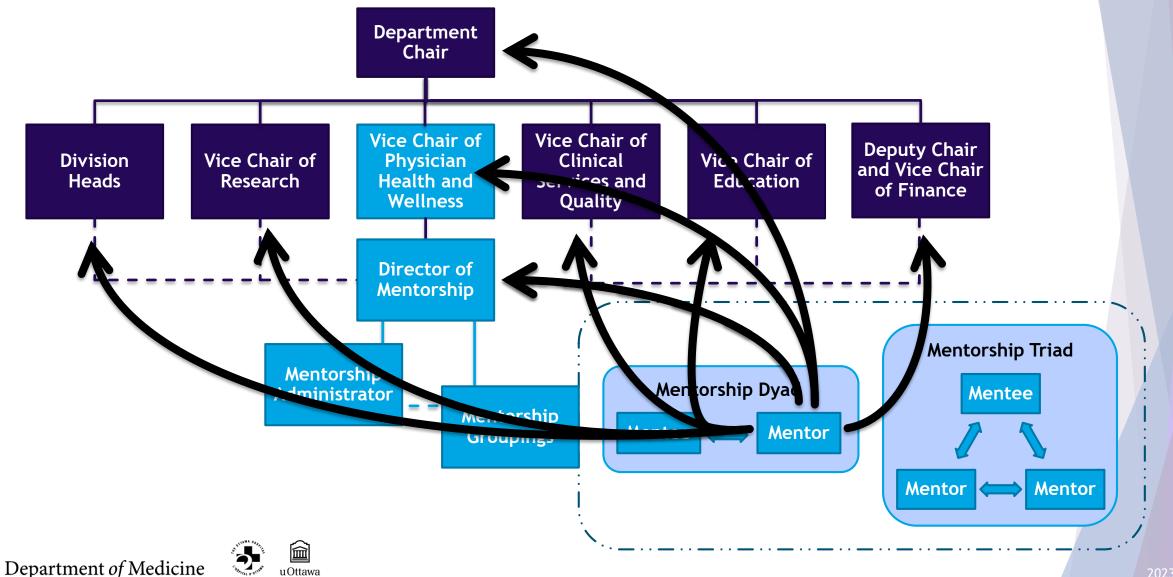


Incorporating Pre-Existing Mentorship

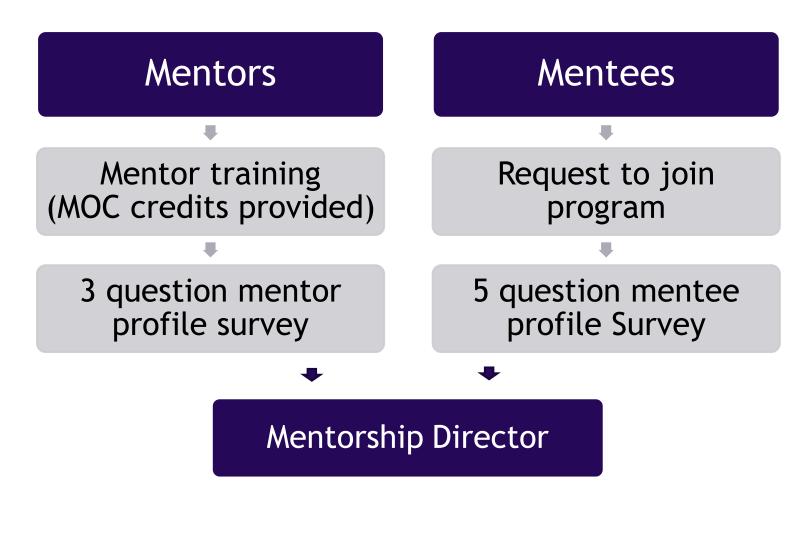
Research Mentorship Program
Pre-existing informal mentorship groupings



Mentorship Organizational Structure



Groupings Process - (1 of 3)



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Groupings Process - (1 of 3)

Mentors

Mentees

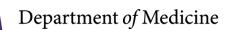
Mentor training

- 1. Most comfortable providing advice and coaching in: a. Clinical b. Education, c. Research , etc.
- 2. Professional areas interests...
- 3. Would also like to mentor on...

Request to join

- 1. Current career path/focus
- 2. Areas of mentorship/specific needs
- 3. Do you have a mentor in mind?
- 4. Who; have they agreed?
- 5. Dyad or triad

Mentorship Director





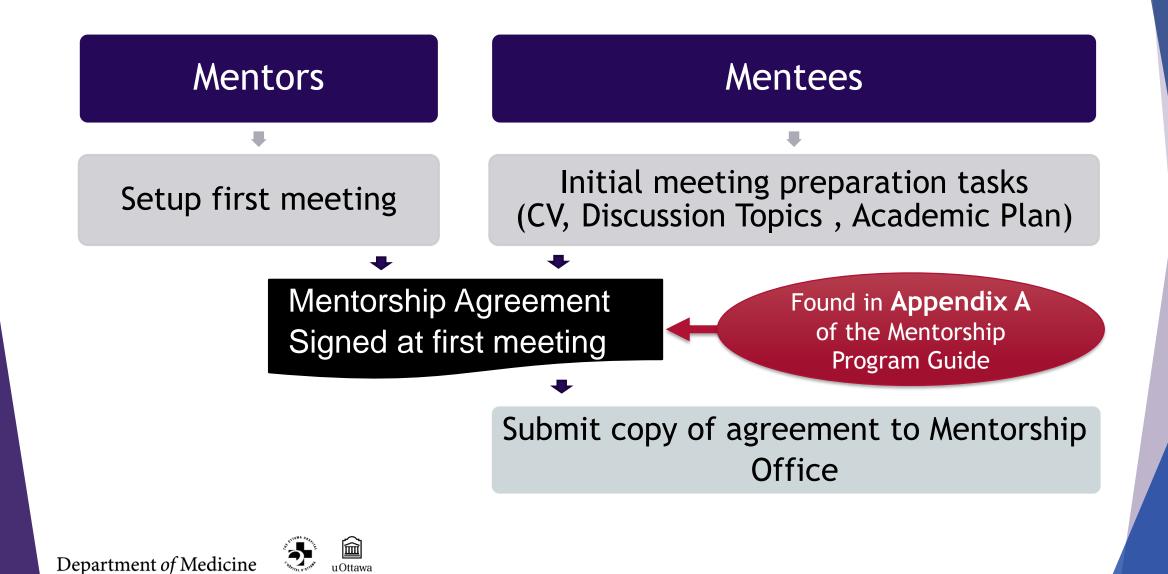
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Groupings Process - (2 of 3)



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Groupings Process - (3 of 3)



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Mentoring Agreement

See Appendix A: Form MA1 - Mentorship Agreement Form in Mentorship Program Guide.

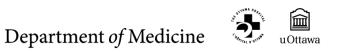
- Agree to length of session
- Number and purpose of sessions
- Environment
- Contact between sessions and review
- Level of support
- Confidentiality
- Advice or not

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Grouping Annulments



If it is obvious that the grouping cannot function well, the mentee or mentor may request that the grouping annulled and a different one created without any repercussions.

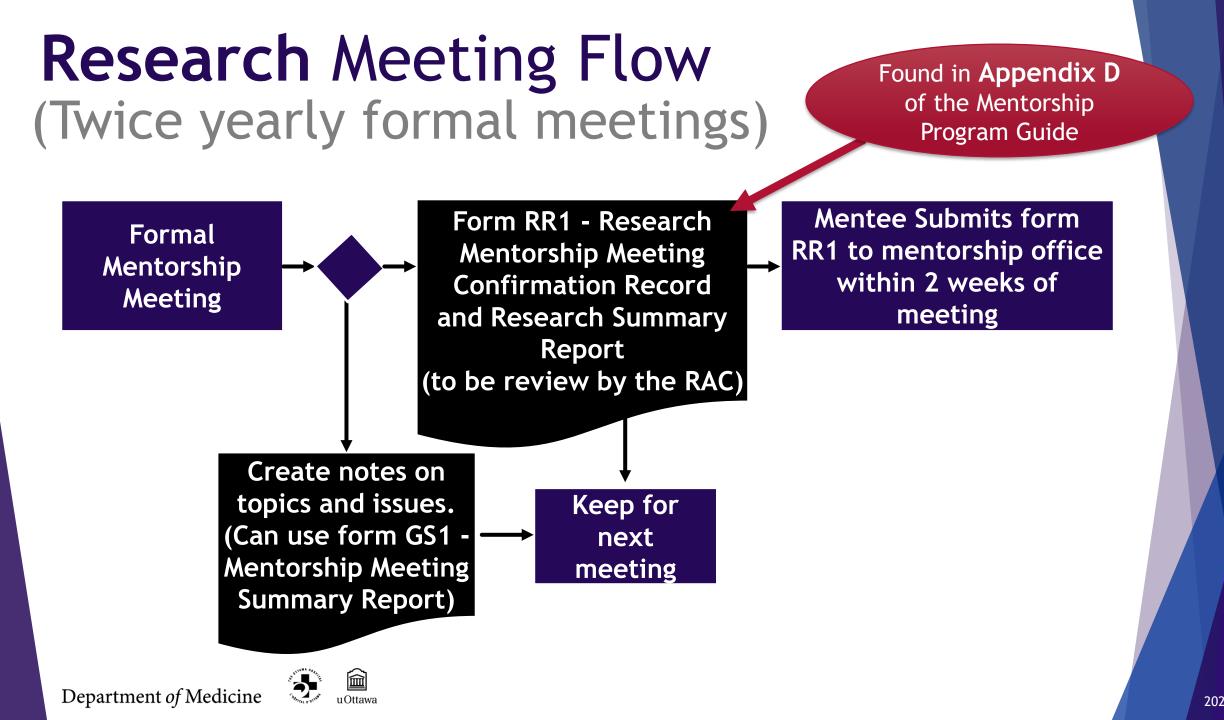


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Meeting Requirements



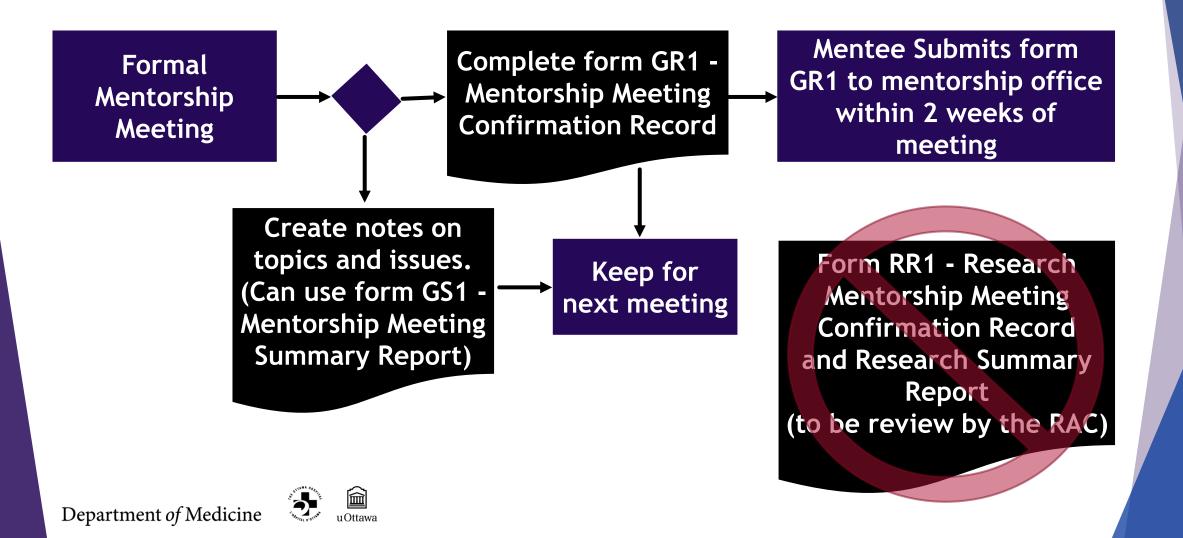




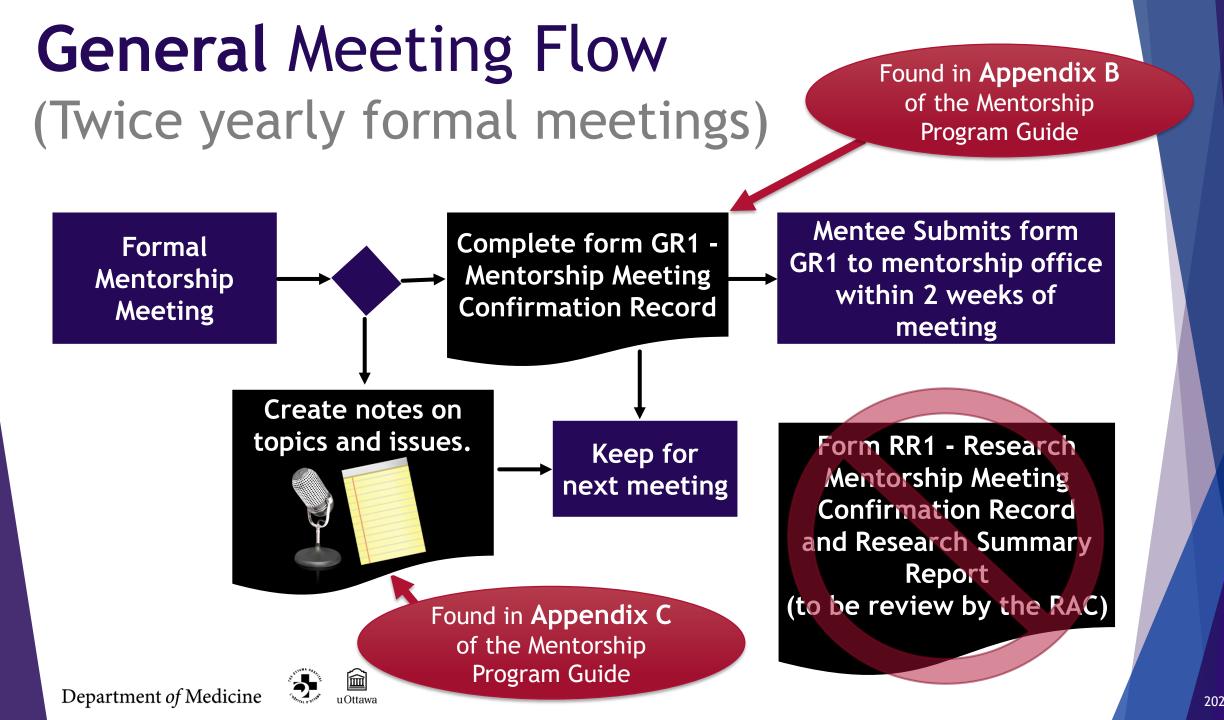
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General Meeting Flow (Twice yearly formal meetings)



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Program Evaluation

Operations - Quality Assurance

Scholarship - Effectiveness

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Annual Mentorship Recognition AwardsMedals







