

Health Services Mentorship Program

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Definition of a Mentor – *A wise, experienced, and trusted advisor; a teacher or coach, or an experienced person in an organization who helps and guides another individual's development.*

Definition of a Mentee – *One whose welfare, training, development, or career is promoted by a more experienced person.*

What is Mentoring?

Mentoring is a formal or informal relationship in which one person facilitates or coordinates the development of another by sharing known resources, expertise, values, and skills. It allows the learner to build skills and knowledge and provides an opportunity for the experienced individual to improve his/her skill and knowledge by continuously sharing and building upon those strengths.

Who is involved?

Mentoring relationships typically involve two people:

1. A Mentee usually wishes to develop specific skills or learning in a particular area.
2. A Mentor fulfills the role of expert for those particular learning areas.

How does Mentoring help?

Mentoring brings value to everyone involved – mentors, mentees, and the organization they represent.

1. Mentees have an opportunity to gain knowledge from someone who has traveled the path before them.
2. Mentors have an opportunity to invest themselves in someone who seeks what they can offer.
3. The organization has the opportunity to share and spread its acquired learning, culture, and know-how.

Mentoring helps mentees to:

- Improve a particular area or skill
- Learn more about an organization
- Explore their potential, especially within a new organization
- Acquaint themselves with the organization and make valuable new contacts
- Increase their technical skills in a chosen activity/group

Mentoring allows mentors to:

- Share their expertise with a new volunteer
- Improve their leadership skills
- Expand their network
- Invest in and support the growth of the organization

- Enhance their experiences within the organization
- Become a subject matter expert

Mentoring allows the organization to:

- Welcome new employees or volunteers and offer them a structured way to acquaint themselves with the organization
- Create an environment that fosters personal and professional growth through sharing
- Increase role modeling and improve fostering of appropriate skills and attitudes
- Improve the identification and development of talented performers
- Improve volunteer satisfaction for mentors and mentees

What are the benefits of mentoring?

There are many benefits associated with mentoring and they are as unique as the people involved.

Mentoring:

- Offers a proven method to share ideas, try new skills and take risks
- Increases technical and professional expertise
- Creates a culture of acceptance and inclusion
- Reinforces the organization's culture
- Allows mentees to have a smoother transition into the organization
- Renews mentors' enthusiasm for their role as an expert

The objectives of the Health Services Mentoring Program are:

1. Provide a source of advice, support, information and feedback to new Health Services volunteers
2. Encourage participants (both new and experienced volunteers) to learn from each other and adopt new ideas, perspectives, values and skills
3. Promote volunteer opportunities and develop leadership knowledge and skills