



Advancing
Associations

Mentorship: Let's Look at Both Sides of the Equation

2020  **JULY 12–16** **VIRTUAL** EASTERN TIME [GMT-4]
JOINT AAPM | COMP MEETING



Objectives

- What is mentorship
- Types of mentorship
- Structure of the Mentorship relationship
- Keys to success



What is Mentoring?

- A professional relationship
- An experienced person assists another in developing specific skills and knowledge, and personal attributes
- Leads to professional and personal growth of the less experienced person
- The focus is usually on broad personal and career development



Coaching vs. mentoring

- Coaching goal is to produce a positive change in behaviour on a set schedule within a limited timeframe. The focus is usually on immediate development
- Mentors may use various coaching techniques over the course of the relationship



Purpose of Mentoring for Mentees

- Knowledge transfer
- Professional development and career growth
- Build strategic networks
- Learning and development within the professional community
- Enhance leadership competencies



Purpose of Mentoring for Mentors

- Generativity
- Giving back
- Personal growth
- Mentoring can provide the mentor can with an opportunity to challenge personal bias
- By seeking out diverse mentees we will learn about views, attitudes and experiences that do not necessarily reflect our own



Common Topics for Discussion in a Mentoring Relationship

- Personal and professional skills development
- How to build personal recognition and a professional image
- Coping with new or difficult situations
- Career planning
- Balancing health, work and family
- Organizational issues and politics
- Occupational and professional responsibilities
- Leadership
- Strategic thinking
- Ethical decision making and conduct



Mentorship can be Formal and Informal

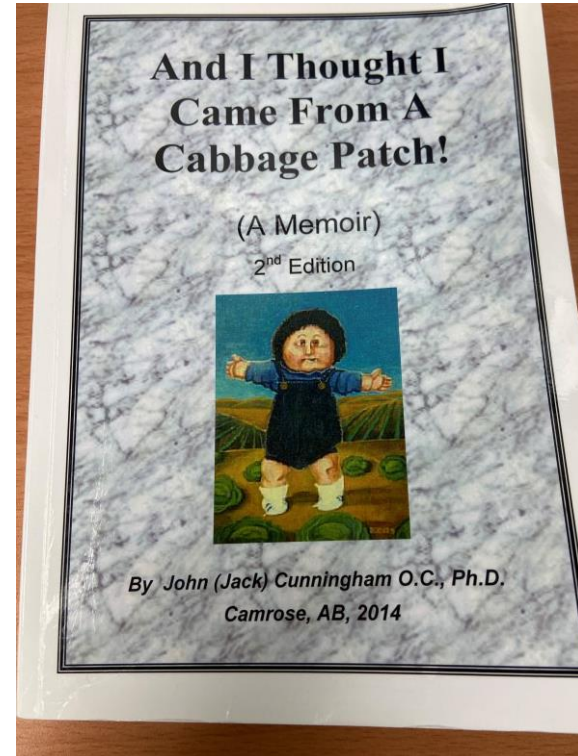
- Formal relationships can be sought out by the mentee for their personal and career development
- Formal relationships can also be imposed on us (e.g. as part of our working or academic environment) and we may not choose our mentor
- Informal mentorship can happen by:
 - Observing and learning from others from a distance
 - Participating in workshops, training sessions
 - Initiating conversations with leaders in our professional and personal community
 - Researching the lives of those we admire
 - Reading



My Informal Mentors



My Informal Mentors



Guiding Principles

- Trust and confidence are foundations of a professional relationship
- Confidentiality
- Both parties are learners
- Personal connection or 'fit' - a matching of what the mentee wants to learn with what the mentor has to offer
- Both parties are committed but also having the right to end the relationship at any time for any reason
- Mechanism for feedback and ongoing assessment of the relationship is critical
- Recommend a Mentoring Partnership agreement

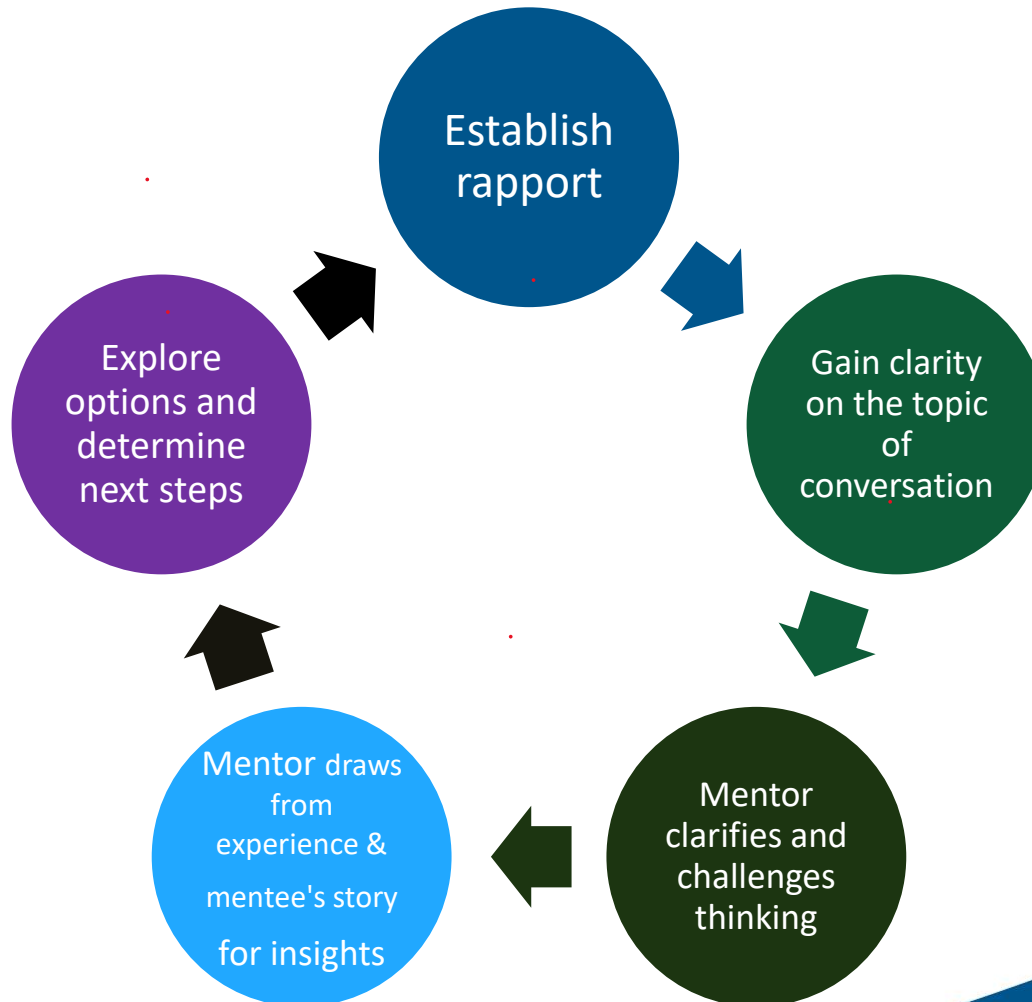


Mentoring Partnership Agreement

- Learning goals
- A discussion of confidentiality
- Logistics (where, when and how often you will meet)
- How you will manage boundaries
- How to end the relationship
 - Set term with renewal option
 - Regular feedback/assessment mechanism is important



Underlying structure of a mentoring dialogue



Role of the Mentee in Creating a Sustainable Relationship

- Mentee is proactive
- Takes ownership
- Drives the relationship
- Commonly, the mentee takes the lead in setting the agenda, making contact, scheduling and planning for meetings
- Preparation for each session



Role of the Mentor in Creating a Sustainable Relationship

- Mentoring involves both a coaching and an educational role
- Requiring a generosity of time, empathy, a willingness to share knowledge and skills
- An enthusiasm for teaching and the success of others
- Preparation for each session



A Commitment to Reflection is Critical



Reflection and Self-Awareness

- Important for both Mentee and Mentor
- Helps each prepare for sessions
- Helps us see the learning from our various experiences
- Helps us understand our motivations, decisions and the effects of our actions
- Helps us give and receive feedback
- Leads to mindfulness which helps us see signs of hope and promise



Summary

- Mentorship relationships can be formal or informal
- Needs will vary over the course of your career
- Formal agreements are important
- A mentorship relationship provides a growth opportunity for both mentee and mentor and requires commitment
- Self-awareness, reflection open-ness to give and receive feedback are critical



Thank you!

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