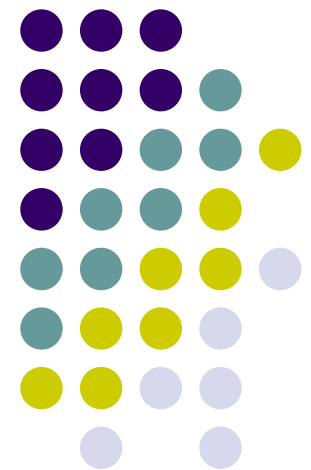
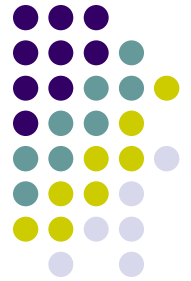


Emerging Health Leaders Mentorship Program Early Beginnings



Feedback from EHL Members on Mentorship – Spring 2008

What our Members Want (Feedback from Spring Focus Group)



Who would be their Mentor?

- Experienced in leadership role (8 yrs+)
- Someone who WANTS to provide support and cultivate abilities and skills in others and willing to share knowledge, wisdom
- Well-connected with strong networks
- Mixed feedback:
 - Mentors from within or outside of Healthcare field
- Mixed feedback:
 - Some wanted matching service for formal program with goals set while others wanted opportunities to meet potential mentors in a more informal fashion.
- Would prefer someone who is not a direct boss
- Does not need to be CEO, or VP (position was not considered to be a necessary criteria)
- Will help advance members' careers
 - Will highlight strengths/weaknesses
 - Highlight new career opportunities

Key Characteristics of a Mentorship Relationship



- Trust, Honesty, Confidentiality
- Needs to be mutual benefit
- Defined Goals from both parties
- Set objectives for the year
- Meet regularly
- Mentors should be able to see things that you can't see in yourself.
- Mentors should be able to challenge you
- Should feel as though you have an ability to contact Mentor without “bugging them”

How Do You Measure Mentoring Success?



- Increasing number of EHL members at mentorship events
- Meeting the objectives of the mentorship relationship
 - *As defined between the parties*
- Additional mentee confidence in doing their job
 - (e.g. negotiation, managing organizational politics, prioritization, time management)
- Career advancement for mentee
- Both parties still find benefit in the relationship



Our Program Gaps

- Tools/Training for Mentors
- Tools for Mentees
 - Royal Roads identified partner
- Lack of Management Capacity for matching and administration of a formal program

Our 1st Event



WHAT?

- Prior to the event we will circulate bios and interests of seasoned leaders to EHL members.
- **STORY TELLING** 6 leaders tell a short "story" demonstrating how they employed a particular leadership quality in a real-life situation with positive outcomes (e.g. flexibility, vision, perseverance, etc...). This will help to translate tacit knowledge about "how to be a leader" quickly through "storytelling" - a new theory in leadership development.
- **SPEED MENTORING** After the 30 minute storytelling and intros, EHL members will circulate on a 7-10 minute cycle to through the invited senior leaders - like "speed-dating" (not all members will have the opportunity to meet with all senior leaders). This is a mechanism to break the ice between EHL members and leaders in the community who may, in turn, develop personal relationships, and become mentors and coaches to EHL members to their career.

WHY THIS EVENT?

- Provide a our members with an opportunity to meet potential Mentors in an informal setting
 - While some may want a more formal program we do not have the ability to manage at this time
- Find out what the local appetite is for mentoring Emerging Health Leaders

