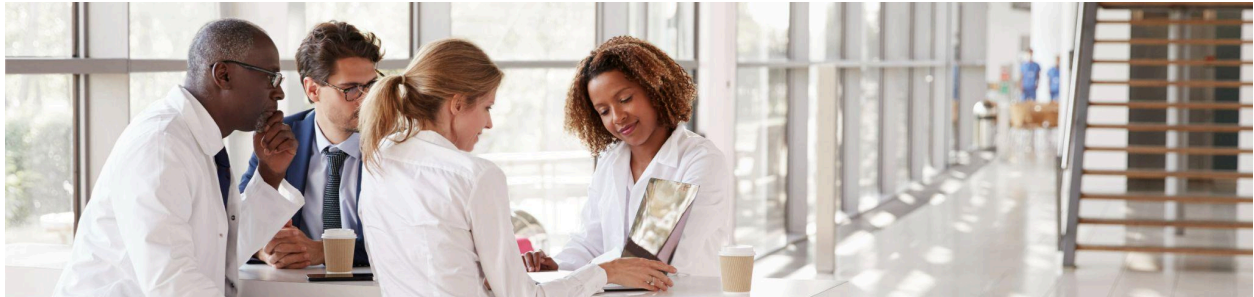




CWHHA Member Success Program Trainee Mentoring Program Overview



Overview

The Trainee Mentorship Program is intended to support the professional and personal growth of our medical and research trainee members by offering mentoring and other safe spaces to foster opportunities to learn, share and grow, take intelligent risks, and ask tough questions. Our mentors are respected professionals with a passion for developing new talent - Come and learn from the best!

Role Descriptions

Our Mentors

The role of the Mentor is to encourage and support the Mentee to build understanding and confidence to be more successful in their career. It is about helping the Mentee arrive at their own decisions and take action while benefiting from the experience and wisdom of the Mentor.

This is a great opportunity for more experienced CWHHA members to “pay it forward”, and provide insight, learnings and experiences that our trainee members can apply to their own careers. Mentoring relationships require willingness to commit from both Mentees and Mentors, and so our goal is to help facilitate the most beneficial relationships while respecting everyone’s limited capacity.

Some key responsibilities for the Mentor in a relationship are to:

1. Be open – create a comfortable, safe environment for your Mentee
2. Listen to the needs and hopes the Mentee has for the relationship
3. Suggest, don’t Direct: Support the Mentee in defining SMART goals for the relationship that you can commit to
4. Engage and offer the mentee opportunities that could help their growth, put their names forward when opportunities arise or award nomination (sponsoring)
5. Keep conversations focused on the goals



6. Ask the Mentee questions that challenge their knowledge or thinking
7. Share experiences that may help demonstrate a point, or provide relevant insights that will help your Mentee develop confidence in their decisions
8. Encourage honest questions, ideas and opinions from the Mentee and respond kindly
9. Respect the confidentiality of the relationship – don't share outside the relationship without express permission.
10. Be available according to the commitment made in the Mentoring Agreement
11. Ensure periodic assessment towards goals, and address any challenges in the relationship
12. sponsor role for the mentor. Like engage and offer the mentee opportunities that could help their growth, put their names forward when opportunities arise or award nomination

Our Mentees

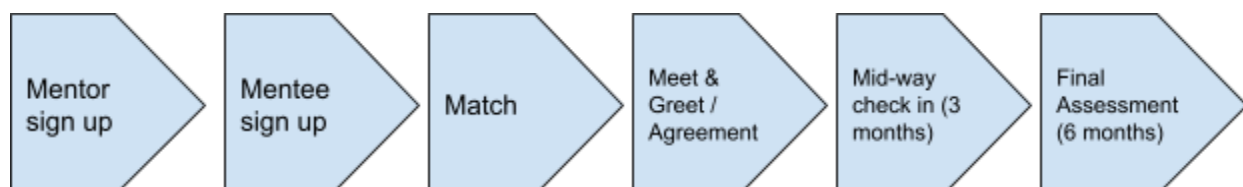
The role of the Mentee is to build understanding and confidence to be more successful in their career by actively learning, and seeking feedback and guidance on agreed issues. The Mentee should ideally arrive at their own decisions and take action while learning from the experience and wisdom of the Mentor holding more professional or diversified experience!

We are happy to offer this exclusive mentoring experience for our CWHHA Trainee members to request and commit to flexible mentor relationships with members

Some key responsibilities for the Mentee in a relationship are to:

1. Be prepared – this is your time to discuss what you need. Make the most of your Mentor's time
2. Honestly share your needs and hopes for the relationship with your Mentor
3. Define SMART goals for the relationship, with guidance and suggestions from your Mentor
4. Keep conversations focused on the goals
5. Ask your Mentor questions that relate directly to their experience/expertise and are relevant to the defined goals of the relationship
6. Listen carefully to your Mentor, learn as much as you can, and apply that learning to make confident decisions
7. Ask honest questions, and share your ideas and opinions with your Mentor – make sure you let them really get to know you
8. Respect the confidentiality of the relationship – don't share outside the relationship without express permission.
9. Ensure periodic assessment towards goals, and address any challenges in the relationship
10. Raise concerns respectfully and objectively if there are challenges within the relationship
11. Make sure to show your appreciation for your mentor's time – a simple "thank you" really means a lot!

How it works





Interested to join?

- To sign up as a Mentor click [here](#).
- To sign up as a Mentee click [here](#).

Please note, the Member Success Program is only available for CWHHA members. Click [here](#) to join.

Once your membership is approved, you will qualify to apply for this program.

If you have any questions, please email us at cwhhc@ottawaheart.ca.