Board Mentoring Program Guidelines

Objectives of the Mentorship Program
The purpose of the Board Mentorship Program is to assist new board members in their growth and development on the hospital board. The mentoring program is intended to deliver a learning experience that could not be easily obtained within the boardroom.

Specifics for Mentors
A mentor is defined as a trusted and experienced advisor who has direct interest in the development and education of a mentee. As a mentor, you agree to the following:

• Meet face-to-face with your mentee within the first month of assignment
• Discuss your goals and objectives as a mentor with your mentee within the first month of the relationship
• Be accessible to your mentee (in person, phone and email)
• Support and encourage the mentee’s development
• Serve as a resource person if the mentee has questions
• Offer input and guidance
• Contact the Governance Committee Chair with any questions or concerns, or if you are unable to continue your commitment to your mentee for any reason

Specifics for Mentees
A mentee is defined as someone who has a mentor, with the objective of developing their knowledge base to be an effective hospital board member. As a mentee, you agree to the following:

• Meet face-to-face with your mentee within the first month of assignment
• Define your mentorship goals. Share these with your mentor within the first month.
• Be accessible to your mentor (in person, phone and email)
• Be prepared for meetings with your mentor, to discuss questions that you may have
• Remain open to advice
• Contact the Governance Committee Chair with any questions or concerns, or if you are unable to continue your commitment to your mentor for any reason

Time Commitment
The mentoring relationship will last nine to twelve months, at the discretion of each mentor/mentee team. Frequency of meetings will depend on the goals of both the mentor and mentee.

Some of the common problems that can occur in mentoring relationships include the following:
• Either mentor or mentee does not have enough time and/or energy to spend on the mentoring relationship
• Mentees are unsure of their objectives
• Unreasonable expectations of each other
• Lack of mentoring skills on the part of the mentors or mentees

If any of these problems or others arise and are irresolvable through discussion, please contact the Governance Committee Chair.

Links to Mentorship Resources:
Interested in learning more about mentoring? Check out these links: