SUCCESS THROUGH MENTORSHIP

FRAMEWORK
The Success Through Mentorship program is an outcome of the University of Waterloo’s Strategic Plan and is highlighted in the Issue Paper: Empowering People. The goal of the Success Through Mentorship program is to enhance the development of individuals (mentees) through paired relationships with a mentor. The program has a focused attention on professional development and provides an opportunity for mentees to reflect and develop with their mentors. Developing engaged employees strengthens and supports a more collaborative work environment within the University.

THE PROGRAM SUPPORTS THE UNIVERSITY OF WATERLOO VISION TO

- Be a destination university by fostering lifelong learning among constituents.
- Be inquiry-driven by providing employees with opportunities to enhance their professional skills and acquire new competencies
- Work towards positive transformation by fostering openness and diversity of experiences and culture

ABOUT THE FRAMEWORK

Organizational & Human Development (OHD) designs and delivers programs of impact and value that create a learning community. The Success Through Mentorship program has been designed with broad consultation and includes opportunities embedded in the framework for continuous feedback.

OHD looks forward to your applications and the opportunity to work with you on this endeavour. Visit the website for complete details: uwaterloo.ca/ohd/mentorship

ABOUT OHD

Organizational & Human Development is committed to advancing and supporting the personal and professional growth of University of Waterloo employees to reach their highest potential. OHD’s mission is accomplished by creating innovative learning opportunities, cultivating collaborative partnerships, and engaging the campus community in lifelong learning.

Organizational & Human Development offers a wide range of courses for the campus community on a variety of topics, from our Core Development workshops and Leadership Development Framework to our award-winning Inclusivity series. Visit our website for more information.

Explore your learning and development opportunities today! uwaterloo.ca/ohd
Application Process

1. Review Program Commitment & Expectations
2. Application Process & Profile Development
3. Application Selection Committee
4. Successful Applicants Notified
5. Networking Session
6. Mentee & Mentor Matching

CONTACT INFORMATION:

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Please contact us should you have further questions about the programs or the application process.
Success Through Mentorship is a program aimed at developing and enhancing a culture of mentorship across the University community. The program consists of structured learning events over the course of one year, as well as one-on-one meetings between a Mentee/Mentor pair. The structured learning events involve hands-on activities, group discussion, self-reflection, and tools that can be applied immediately within your mentorship relationship to guide your development.

Success Through Mentorship matches are determined by the application process, networking events, and preferences indicated by both Mentee and Mentor. Please note that not all accepted Mentee and Mentors are invited to participate in the program. OHD aims to match accepted Mentees in the program, however matching may be successful due to several factors including Mentor applicants, Mentee and Mentor preferences, and scheduling.

**PARTICIPANT PROFILE**

Non-academic and academic employees who are looking to build their networks, enhancement their careers, and improve their experience at the University

**COMMITMENT**

Once selected, Mentees and Mentors will be required to attend all the Success Through Mentorship workshops and activities. Mentors and Mentees are required to meet (at a minimum) once a month, over a period of approximately twelve months. In addition to one-on-one meetings, Mentors and Mentees will be required to attend 7 structured learning events over the course of the program (Approximately 16 hours). By attending structured events, both the Mentees and Mentors will develop skills that support the mentoring relationships, while building a community of practice with other Mentees and Mentors in the program.

**BENEFITS & OUTCOMES**

- Help participants identify and achieve career development and personal growth goals
- Support building a bench of leaders who have knowledge, skills, and abilities
- Encourage a diverse work experience for participants to acquire new competencies
- Foster higher levels of engagement and career vision
- Equip participants with the tools necessary to perform to their highest capability within and beyond their current roles
- Provide experienced participants with new perspectives, relationships, and growth
- Create opportunities to meet and partner with others in different roles, jobs titles, and descriptions or work cultures
- Increase engagement across the University
- Create a culture that sees mentorship as an effective way of developing individuals
MENTEE COMMITMENT:
Participation in the full program is mandatory.

- Attend the meet and greet session
- Attend and actively participate in the full program
- Read, reflect and prepare for each session
- Supervisor approval and support to participate in program
- Be proactive in setting one-on-one meetings with Mentor and effectively utilize their time and council
- Set personal and professional goals
- Complete program touchpoint questionnaires and reflection exercises
**SUPPORTING MANAGER COMMITMENT:**
Participation in the full program is mandatory.

- Attend the meet and greet session
- Attend and actively participate in the full program
- Support, coach, reinforce learning and provide the Mentee with opportunities to apply learning
- Create a learning environment that is positive, respectful, supportive and nurturing
- Build their Mentee’s self-confidence and self-esteem through supportive and non-judgemental discussions
- Complete program touchpoint questionnaires and reflection exercises