

Mentoring Program

2024: 3rd Year

Goal



Grow your network



Learn from others professional experiences



Get ahead in your career



Give back to the biohealth community



Share knowledge and expertise

WiB Mentoring Program

What it is...

Confidential

Learning

Support

Safety

Respect

Preparation

What it is not...

Recruiting

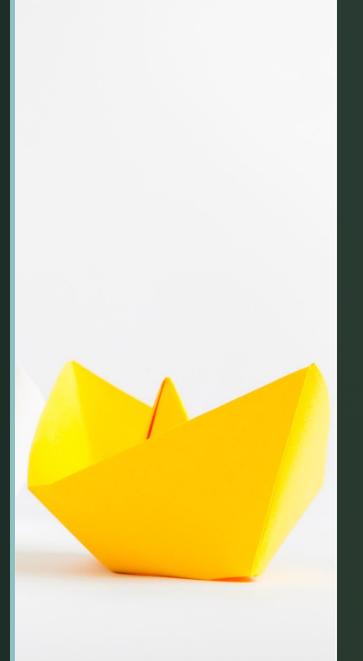
Obtaining competitive intel



How it works

- Indicate willingness to serve as mentor and/or mentee
- Complete the survey
- Pairs are matched by Mentorship team
- Follow prescribed six session (12 week) sessions





Mentorship Plan

- Pairs convene regularly in one-on-one meetings over 12 weeks.
 - Pairs decide In-person, Virtual, or hybrid of the two.
- Mentee's identify professional goals.
 - Think actionable plan consisting of subgoals, progress updates, and accountability check ins.
- Pairs wrap up with final reflections on what has been achieved.

WiB Mentoring Supports

Informational session

Kick-off meeting after pairs are matched

Access to guided worksheets to facilitate meetings and provide structure

Periodic reminders

New This year: "Office Hours"

- Mentor check-in's with a master mentor
- · Half-way check in

Six Sessions/Twelve Weeks

Week 1 (Week of Mar 4): Get To Know Each Other

- Mentees: be prepared with goals
- Set your schedule
- Mentee takes notes

Week 2 (Week of Mar 18): Mutual Development Agreement

- Goal Check In
- Discuss the responsibilities of each
- Mentee takes notes

Week 3 (Week of Apr 1): Work on Development Goals

- Discuss challenges, successes, needs from both mentee and mentor
- Goal Check In
- Share challenges, successes, lessons learned
- List actions that each will be responsible for Week 4

Six Sessions/Twelve Weeks

Week 4 (Week of Apr 15): Continue Development Goals

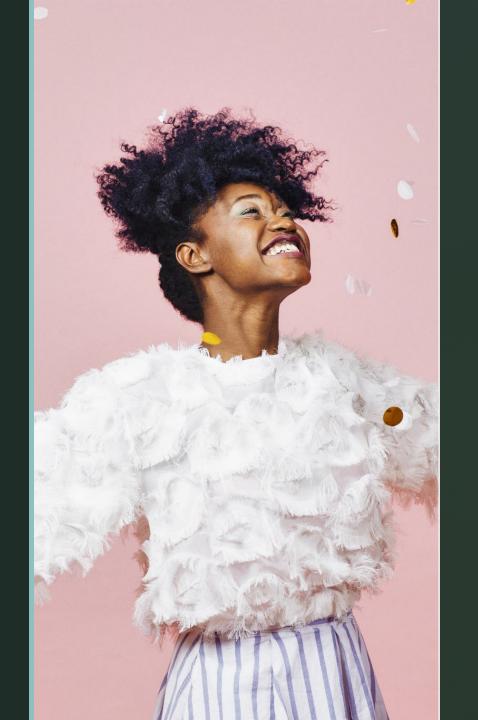
- Reflect upon mutual development agreement: What is working? What have you learned? Any shifts needed?
- List actions for Week 5

Week 5 (Week of Apr 29): Development Goals and Feedback

- Turning current goals into new growth
- Any disconnects toward goal process? Progress?
- Any networking connections?

Week 6 (Week of May 13): Wrap Up and Setting a New Goal

- Decide about continuing the relationship
- All come together week of May 20



Celebration

Week of May 20th

New Beginning

Program Evaluation

- We want your input on how the program went for you.
- We use this feedback to make changes to the next round.
- Mentees: We would love for you to come back as mentors.
- Mentors: We want you to come back too. If you are facing a challenge, perhaps switch places.
- Mentees and Mentors: Your work in this short time is inspiring! Share what you have learned with others.



Sign Up for the 2024 Mentorship Program

