



**WI Women**  
in **Biohealth**

# 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 sub-goals, 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

~~The End.~~

## 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

