



FU HUI EDUCATION FOUNDATION LEADERSHIP SCHOLARS PROGRAM

MENTOR/MENTEE RELATIONSHIP AGREEMENT

GOAL

The Leadership Scholars Program is a mentoring initiative that pairs a current MSW-ITR student or recent graduate of the MSW-ITR program with a skilled professional who can act as a mentor and coach, offering advice on leadership skills development and other business, management, HR, change management, strategic planning, financial planning or related topics as sought out by the mentee. The goal of this mentorship program is to help build the leadership potential and acumen of emerging social work professionals to apply their trauma-informed and anti-oppression training and lens to workplaces or organizations that may not already be successful in incorporating Indigenous worldviews and ways of knowing.

OBJECTIVES

The mentor will work jointly with the mentee through a minimum of four to five touchpoints to support the development of skills identified in the mentee's application that correspond with the mentor's area(s) of expertise and skill strengths. The skill areas listed on the application fall within the 6 broad categories: 1) Social Work and Interdisciplinary Skills; 2) Business & Program Development and Management; 3) Entrepreneurship; 4) Cultural Competency; 5) Human Resources, Culture & Change Management; 6) Government Relations.

To facilitate the development of the identified skills and foster the mentor-mentee relationship, mentors may wish to consider some of the activities listed by the University of Toronto for mentors and mentees:

- Meet students/alumni informally for a meal or coffee
- Meet students/alumni in your workplace for job shadowing
- Discuss your career path with a student/alumni audience in a workshop, panel or conference
- Conduct a goal setting session to identify areas that you will work on together in a formal mentorship
- Provide the student/alum with advice, formally or informally, concerning career choices, job applications and the interview process
- Review your student's/alum's resume and give comments
- Refer the student/alum to professional colleagues for informational interviews
- Arrange a meeting for the student/alum to be introduced to an important contact in your field, making suggestions in advance regarding possible topics of conversation. A debriefing session is often helpful afterwards
- Pass on topical articles and books
- Be available for support by email or by phone

Source: <https://alumni.utoronto.ca/volunteer/mentor-a-student/be-an-ideal-mentor>

Mentors and mentees may also wish to consider discussing suggestions around additional professional development opportunities.

LIMITATIONS OF SCOPE

The mentor is not expected to find the mentee a job. The mentee and the mentor will negotiate and mutually agree on the amount of time to be devoted to the mentoring process. Both mentee and mentor acknowledge that each respective party has their own competing professional and personal demands that will impact their time, capacity, and schedule.

PROGRAM BENEFITS

For mentors:

- An opportunity to "give back" by motivating and empowering a mentee, helping to shape our leaders of tomorrow through engaging in knowledge transfer and practice wisdom.
- Potential for networking and increasing one's professional networks.
- Engaging with dynamic students who provide exposure to a fresh perspective.
- Personal satisfaction from making a difference in the leadership development of a mentee.

For students:

- An opportunity to learn from high profile leaders, gaining access to their experience, knowledge and skills.
- Observe and learn about leadership skills in a different environment.
- Discover new strengths and expand one's skill set.
- Build capacity to navigate different professional spheres.
- Gain access to professional and social networks.
- Re-imagine and re-cast themselves in a leadership framework.

SUPPORT

If there are any questions/concerns about the match or the goals of the mentoring relationship, do not hesitate to contact your Mentoring Coordinator, Mikayla Kendrick via email mentorship.fifsw@utoronto.ca.