



association of family
health teams of ontario

ED Mentorship: Program Overview

**February 26th
2:00pm to 3:00pm**

ED Mentorship Program:

Overview of Process

- **Mentorship Term: 1 year**
 - Program will be assessed following a 1 year period and Mentors given the option to continue in the mentor role for an additional term

- **Identifying Mentees**
 - Bi-annual call out for mentees interested in receiving support from their peers
 - All new EDs contacted & encouraged to take advantage of the mentorship program
 - Any ED who could benefit from mentorship can request a mentor by contacting AFHTO

ED Mentorship Program:

Overview of Process

- Identifying Mentors
 - Call for ED volunteers to become mentors will be conducted annually (through application process)

- Program Evaluation
 - Mentorship program will be evaluated by both mentors and mentees following a 1 year period to ensure maximum benefit to participants



ED Mentorship Program:

“Mentoring is a brain to pick, an ear to listen, and a push in the right direction”

■ Program Purpose

- Provide peer support for any member EDs or Administrative Leads who feel they could benefit from it, including:
 - ✓ Those who are new to the role and want help getting oriented;
 - ✓ Experienced EDs who are steering their teams through change;
 - ✓ Others who simply feel that they could use the support and guidance of a peer.
- Commitment to support mentors through training and network-building
- Every effort will be made to match mentors and mentees whose teams work in similar environments, taking into consideration:
 - ✓ Geography;
 - ✓ Size;
 - ✓ Funding models;
 - ✓ Governance structure;
 - ✓ Academic or Francophone status;
 - ✓ and other characteristics that reflect the diversity of our membership.



ED Mentorship Program:

Checklist & Mentorship Partnership Agreement



(Review 2 separate word documents)

ED Mentorship:

Mentor/Mentee Matching

- 25 Mentors
- 12 Mentees
- All mentors that have been “matched” will be sent an email with their mentees details
- Mentors are encouraged to reach out to their mentees within 1-2 weeks to identify a mutually agreeable date/time/location for initial meeting
- Initial meetings are encouraged to be face to face
 - AFHTO can provide financial assistance to support a face to face meeting. More details will be provided in your email.

ED Mentorship Program:

Ongoing Mentorship Support

- What type of ongoing training and/or support would assist EDs in their mentorship role?



Questions?

