



How does the Mentorship program work?

All Canadian WLP members are invited to participate in the Mentorship program but space is limited. Once registered, you will create a profile in Mentor City. The answers you provide in the key fields will be used to ensure an optimal match is made with potential mentors. Multiple mentor suggestions will be provided by Mentor City. It is then the mentees responsibility to drive the final mentor selection by reviewing their profile, having a discussion and finally selecting their final mentor match.

During the program you will have access to training and resources on Mentor City to help support and manage your mentoring relationship. Tools and downloadable templates will be available to help facilitate interactions and manage tasks. Attending live sessions and engaging in discussion forums will provide an opportunity for a successful and rewarding experience and allow you to leverage networking opportunities.

How long is the program/mentorship relationship?

The Mentorship program is conducted over a period of **six months: June 1 to November 30, 2023**. The recommendation is for mentors and mentees to meet for 30-60 minutes at least once every two-to-four weeks. You will be asked to complete a mentoring agreement and set specific goals with your mentoring partner. Meeting agendas should be prepared in advance to ensure a productive meeting. Mentoring relationships are collaborative, and beneficial to both the mentee and the mentor. Open and honest communication along with mutual trust, are fundamentals in the relationship.

How do you meet with your partner?

Mentor City allows you to set your availability, book a meeting, join a meeting, send a message and much more. You can also set up alternative ways of communicating/meeting with your mentoring partner.

Mentees are:

- Currently a WLP member
- Interested in developing either personally or professionally
- May have a defined development goal or are ready to work with a mentor to establish this goal
- Committed to learning, taking initiative and being proactive to reach their goals

Mentors are:

- Currently a WLP member
- Have a good understanding of their own strengths and are interested in guiding and supporting others in their professional and/or personally growth and development
- Have at least five years of career experience in a pharma-related field
- Willing and able to commit to working with a mentee at least once every two-to-four weeks, for a period of six months
- Maintains confidentiality