

# IPAC Canada Mentorship Program

Developed by the IPAC Mentor Program Development Committee:  
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# Scope of the Program

The program is relevant for all IPAC Canada members involved in the delivery of infection control services across Canada who are willing to engage in a mentoring relationship

# Background

- Identified as a need in the 2010-2015 Strategic Plan
- Survey was done in 2014 to assess interest
- Included in the 2015 Strategic Plan

# Purpose

- Support ICPs working in a rapidly changing environment
- Promote the culture of on-going learning through encouraging people to gain from each other by sharing experiences, knowledge and skills
- Ensure knowledge and skill development opportunities are identified and fostered for the benefit of both the individual and their organization
- Improve recruitment and retention of IPAC Canada members
- Help bridge the gap between training programs and the clinical application of infection prevention and control principles

# Mentor Qualifications

- IPAC Canada member
- Minimum of 3 years' experience
- CIC Certification preferred

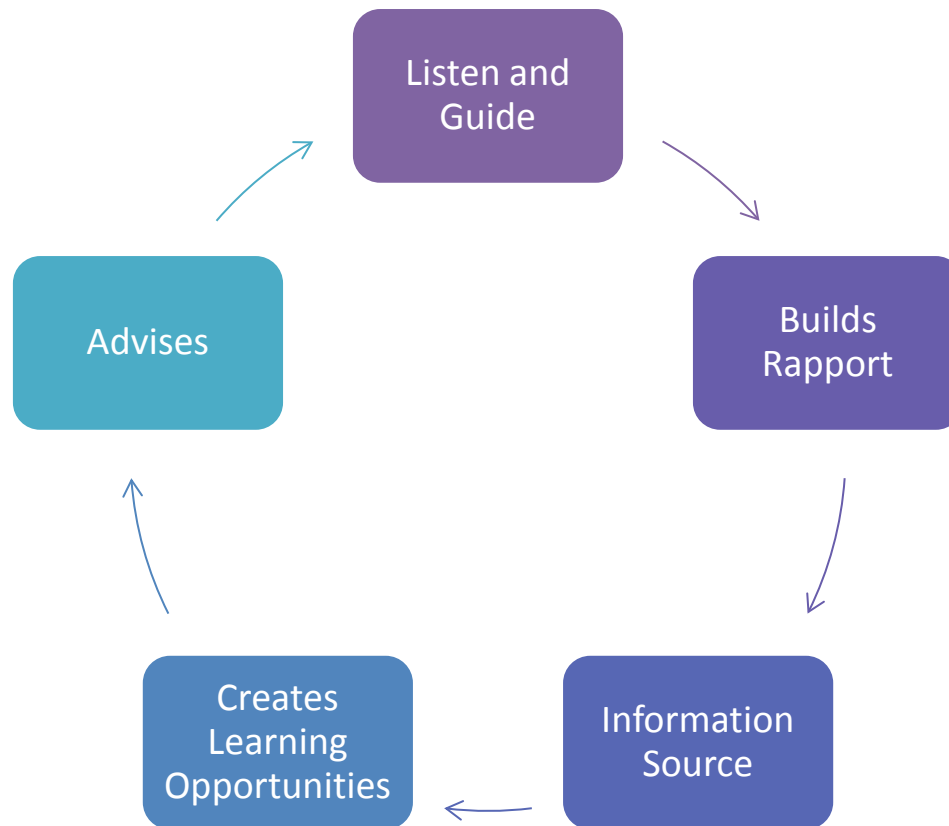
# Mentee Qualifications

- IPAC Canada member
- Interest in the mentorship program

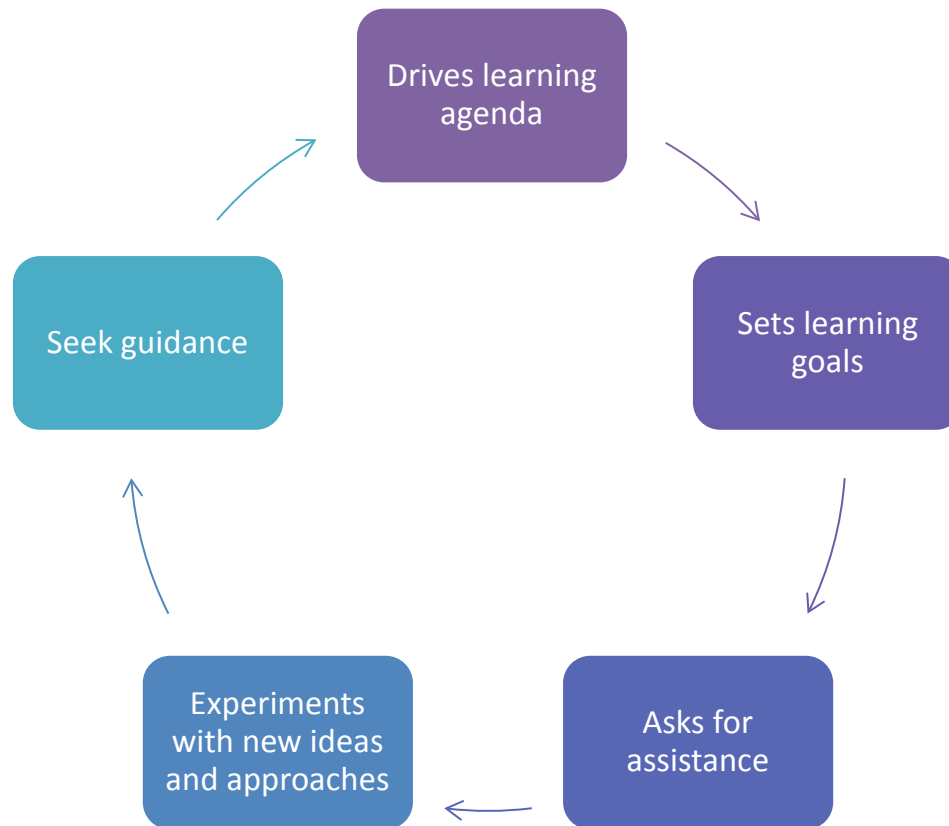
## Examples:

- New to IPAC Canada and Infection Control
- Moving to a different position within Infection Control
- Taking an executive or board position within IPAC Canada

# Role of the Mentor



# Role of the Mentee





# Benefits of Mentoring for Mentees

- Acquisition of knowledge and professional experience
- Increase potential for career mobility
- Improved understanding of roles

# Benefits of Mentoring for Mentees

- Supportive environment to analyze problems, formulate realistic solutions and make constructive decisions
- Opportunity to discuss new best practices
- Networking
- Empowerment

# Benefits of Mentoring for Mentors

- Test new ideas
- Renew enthusiasm for their role as an experienced employee
- Have challenging discussions with people who have a new perspective
- Improved ability to share experience, knowledge, competencies and skills

# Successful Mentor/Mentee Relationship

- Commitment of both members to the mentee/mentor dyad
- Desire to acquire and share knowledge

# Successful Mentoring

- Establish a meeting schedule and method (phone, Lync, Skype)
- Constructive feedback
- Negative behaviours are not accepted
- Accountability: the mentee takes ownership of their learning experience and mentor is prepared to support learning
- Confidentiality and trust is essential for both parties - respect the privacy of your mentorship relationship
- Communication to coordinator if there are issues with the mentoring relationship

# Mentor/Mentee Interest

- For IPAC Canada members interested in becoming a mentor/mentee:
  - Discuss with your manager
  - Review mentoring handbook
  - Application process

All materials will be available on the IPAC Canada website

# Process

- Complete Application
- Attend education sessions
- Selection of mentor/mentee pairs overseen by the IPAC Canada Mentor Coordinator/Chair
- Ongoing meetings between mentor and mentee
- Evaluation of program

# Role of IPAC Canada Mentor Program Coordinator/Chair & Committee

- Coordinating the mentorship program reviewing the program processes and development
- Aid in matching mentor to mentee
- Facilitating evaluation process



# Evaluation Process

There are 3 separate evaluations:

1. Mentor Evaluation
2. Mentee Evaluation
3. IPAC Canada Mentorship Program Evaluation

# Conclusion

“A wise man learns by the experience of others  
An ordinary man learns by his own experience  
A fool learns by nobody’s experience”

Anonymous