IPAC Canada
Mentorship Program

Developed by the IPAC Mentor Program Development Committee:
Anne Bialachowski, Alison Devine, Chris Drummond, Jacqueline Hlagi, Mary-Catherine Orvidas, Terrance Smith, Mandeep Minhas, Kelli Wagner

June 14, 2016
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

- Listen and Guide
- Builds Rapport
- Advises
- Creates Learning Opportunities
- Information Source
Role of the Mentee

- Drives learning agenda
- Sets learning goals
- Experiments with new ideas and approaches
- Asks for assistance
- Seek guidance
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