

Mentoring Matters

Program Overview

- ▶ Nine-month voluntary program to promote personal and professional development
- ▶ Mentor and Mentee are paired through a match process
- ▶ Mentor and Mentee attend 3 group sessions: orientation, check-in, and wrap-up
- ▶ Mentor and Mentee commit to meet 1 hour monthly
- ▶ Mentor and Mentee agree on objectives and goals

To apply for Mentoring Matters or to nominate a mentor go to:

louisville.edu/medicine/dean/smart/



Our Mission

Mentoring Matters seeks to create and support a network of competent and experienced staff who will share their knowledge, skills and abilities with coworkers seeking to expand their own competency and confidence. The goal is to increase retention, encourage personal and professional development and foster learning.

For additional information contact:

Dean's Office
502.852.1499
smart@louisville.edu



School of Medicine
Staff Mentoring Program

Why Mentoring Matters

Mentoring programs cultivate and enrich staff through personal and professional development. Mentoring programs give staff direction in how to reach their career goals. These programs provide networking opportunities that otherwise may not be available.

Mentoring programs benefit the workplace by:

- ▶ Enhancing employee morale
- ▶ Providing leadership development
- ▶ Sharing of institutional knowledge



What is a Mentor?

A mentor is someone that uses their experiences and knowledge to guide and nurture less experienced individuals. Mentors develop a relationship with the mentees to foster learning and to encourage professional development.

The roles of mentors may vary depending on the needs of the mentee. The relationship formed between the mentor and mentee may also determine the direction of the mentorship. Mentors may become one or many things to the mentee such as:

- ▶ Teacher
- ▶ Advisor
- ▶ Motivator
- ▶ Coach
- ▶ Role model

Why Be a Mentee?

If you are interested in developing your current knowledge of the university and are looking for avenues to progress in your career, you can be a mentee!

The mentee must have a willingness to consider and act on the advice of the mentor. The mentee must be open to sharing and engaging the mentor in conversation and feedback.

Some attributes a mentee should have are:

- ▶ Self-motivation
- ▶ Open to feedback
- ▶ Eagerness to learn and grow professionally
- ▶ Six months of experience at UofL or ULP

