



LAND RECLAMATION INTERNATIONAL GRADUATE SCHOOL

MENTORSHIP PROGRAM INFORMATION FOR MENTORS

Program Objectives

The LRIGS mentorship program will provide LRIGS graduate students and post doctoral fellows (mentees) with the opportunity to work with a volunteer mentor from the community of land reclamation professionals in industry, consulting, government or academia. These mentors can provide insight into land reclamation practices and issues, share experiences and perspectives and provide academic and/or career advice.

Program Commitment

- Mentors and mentees are expected to meet for approximately one hour a month at a mutually convenient time and location.
- The relationship is expected to continue for the duration of the mentee's participation in the LRIGS program which could last for up to one year for a post doctoral fellow, up to two years for an MSc student and up to four years for a PhD student.

Preparing For A Mentoring Partnership

- Complete the profile template and send it to the LRIGS Coordinator.
- Your profile will be shared with LRIGS graduate students and post doctoral fellows who will be participating in the program.
- LRIGS students and fellows interested in working with you will be asked to contact the LRIGS Coordinator and to provide an up to date curriculum vitae, three to five goals they wish to achieve while working with you and a description of what they are looking for in a mentor.
- The LRIGS Coordinator will send you names, contact information, curriculum vitae, goals and ideal mentor descriptions of any students and fellows interested in working with you.
- After reviewing the information received contact the LRIGS Coordinator to identify the students and/or fellows you wish to work with.
- You can serve as a mentor to more than one individual.
- The LRIGS Coordinator will contact the students and/or fellows you would like to work with to request that they contact you.
- Your selected students and/or fellows will contact you to set up a mutually convenient date, time and location for your first meeting. Meetings can be held whenever and wherever you and your mentee(s) wish them to be.

Preparing For Your First Meeting

- Like any relationship, the mentoring partnership involves an active process in which you will need to respect the uniqueness, individuality and expertise of both you and your mentee.
- Be open to providing information to your mentee such as lessons from your experience, and information and suggestions on how to approach and solve various issues.
- Recognize that your mentee's personality, gender, background or style may preclude him or her from achieving results using your particular techniques or approach.
- Assist your mentee in recognizing options available for action and selecting those that will work best for him or her.

- Recognize that some advice you offer may seem irrelevant to your mentee at this time, but may prove to be useful later on.
- Although your mentee will ultimately choose how to integrate the insights gained into his or her own evolving style, methods or approach, your guidance and wisdom will be invaluable.
- Look for opportunities for your own enrichment, as mentors often find value in the questions or fresh perspectives of mentees.

At Your First Meeting

- Break the ice. Share a little bit of information about your personal life, as appropriate.
- Show genuine interest in your mentee.
- Clarify confidentiality. Some partners may prefer or need complete confidentiality, others will not. It is critical that you and your mentee clarify the limits of confidentiality in your partnership.
- Your mentee will review his or her goals for the mentorship program and begin a discussion about how you can work together to achieve those goals. Review the aspects of your professional role and identify ways in which you think you could be particularly helpful.
- Help your mentee develop a focus and agenda for your next meeting.
- Suggest other resources, as appropriate, in preparation for your next meeting.
- Schedule your next meeting.

Managing Your Mentoring Partnership

- While it is the mentee's responsibility to maintain contact with you, we encourage you to contact your mentee if you have not heard from him or her for a month.
- Make it easy for your mentee to have open and frank discussions with you. Ask for it early in your partnership.
- At meetings the mentee will discuss progress being made in achieving his or her goals and will ask you for specific advice on how to handle obstacles encountered, to offer feedback and analysis of issues, and for advice and guidance for future actions.
- Support your mentee in recognizing his or her achievements and encourage use of resources inside and outside the University of Alberta for continuing career development.
- If your mentee is defensive when you provide corrective feedback, work with him or her to accept critical feedback in a professional way.
- Encourage your mentee to take reasonable risks and try out new skills.
- Help your mentee to better understand the multi faceted aspects of land reclamation that you are involved in and/or familiar with.
- Recognize the value of your role in supporting this student but be aware that as the relationship evolves, and your mentee progresses along his or her career path, his or her needs may change in a direction that leads away from you.
- Either party may ask to be re-matched with a new partner if the current partnership is not working; however, the mentee must discuss this with you prior to ending the relationship, or you must discuss with the mentee that you wish to end the relationship.
- You are encouraged to provide feedback about the program to the LRIGS Coordinator, with either positive or negative comments, as often as you wish.
- Periodically review this document to help manage your mentoring partnership.

Concluding Your Mentoring Partnership

- This program is specifically time limited to allow you to support your mentee's learning without long term obligations from either party.
- After the program conclusion, you may continue your relationship informally, if you wish, although there are no requirements or expectations for you to do so.

- At the conclusion of your mentoring relationship, an email to the LRIGS Coordinator indicating what you liked about the program and suggesting ways in which it could be improved would be valuable and appreciated.

Acknowledgements

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