



The Power of Networking

HispanoTech Mentoring Program 2015

What is Mentoring?

Mentoring is a relationship between one person (the Mentor) with certain knowledge, skills and connections, and another person (the Mentee) who wants to acquire more knowledge, skills, and connection for his or her own personal and professional growth.

How does it work?

The objective of the Mentoring Program is to help HispanoTech members that are internationally trained professionals make the transition to work in Canada, improve their skills and confidence. Participants commit to meet twice a month for three months. The program will try to match Mentors with a Mentee with similar backgrounds and interests.

Why choose the HispanoTech Mentorship Program?

- Access to top-level executive resources in our vertical and in the professional community
- Partnerships with TRIEC- PINs allow Hispanotech access to widely recognized mentorship best practices, keynote speakers and government programs
- Focusing in STEM (Science, Technology, Engineering and Math), our goal is to become the best mentoring program in the Hispanic professional community

Benefits for the Mentor:

- Renews their enthusiasm for the role of expert
- Obtains a greater understanding of the barriers experienced at lower levels of the organization
- Enhances skills in coaching, counseling, listening, and modeling
- Develops and practices a more personal style of leadership
- Demonstrates expertise and shares knowledge, and
- Increases generational awareness

Benefits for the Mentee:

- Builds soft skills and confidence communicating with Canadian experienced professionals
- Makes a smoother transition into the workforce
- Furthers his/her development as a professional
- Gains the capacity to translate values and strategies into productive actions
- Complements ongoing formal study and/or training and development activities
- Enhances readiness to access opportunities for career development
- Develops new and/or different perspectives
- Gets assistance with ideas
- Demonstrates strengths and explores potential, and
- Increases career networks

Benefits for Organizations:

- New recruits can become more productive quicker
- Companies can increase the retention of qualified employees
- Mentors can help prepare employees for executive positions
- Mentoring relationships can improve organization-wide communications

Mentor's Role:

- Meet with the Mentee on a regular basis (weekly or bi-weekly for at least 3 months)
- Inquire about the Mentee's career aspirations and expectations
- Share experiences about the workplace and life in Canada
- Provide guidance, advice, information and ideas

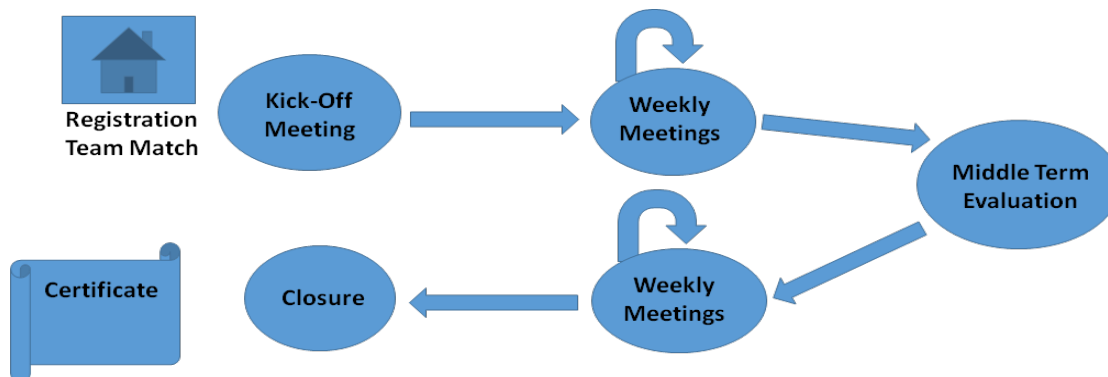
Mentee's Role:

- Meet with the Mentor on a regular basis (weekly or bi-weekly for at least 3 months)
- Inform Mentor of the topics that she/he would like to discuss
- Inquire about the Mentor's professional knowledge and experience
- Seek guidance, advice and information

Suggested topics for discussion:

- Goals for the duration of the mentorship
- The Mentee's short and long term career development plans
- Challenges and opportunities of integrating into the profession
- How the Mentee might acquire the skills needed for a specific job

Program Overview:



Minimum 12 Hours of "Weekly/bi-weekly" Meetings in a period of 3 months

Kick-off Meeting

- Get mentors and mentees to know each other
- Sign-off Mutual Agreement
- Setup Goals and Objectives of the mentorship program
- Evaluate challenges and opportunities
- Mentor/Mentee training

Mid-term follow-up

- Follow-up on challenges and opportunities
- Progress evaluation

Final Evaluation

- Share your experiences - Lessons learned
- Complete a final Survey
- Certificate Award to participants

Mentoring Program Roadmap 2015

HispanoTech is committed to run 2 mentoring programs per calendar year

Time: 6:30 -8:30 PM	Kick off meeting	Middle term meeting	Closure
Spring 2015 Session	April 9 th , 2015	May 21 st , 2015	June 25 th , 2015
Fall 2015 Session	September 10 th , 2015	October 22 nd , 2015	December 10 th , 2015

Mentorship Program Requirements

- Participants must be registered HispanoTech members
- Complete a minimum of 12 hours of face-to-face, phone or online meetings in the season period
- They must record each meeting in a log file
- **Participate at least in 2 of the 3 group meetings** on the above dates
- All participants that complete all the requirements will receive a certificate of participation in the program

Registration Process:

Please complete the online application Form with **specific information about your goals and objectives**, so we can find the best match for you.

Complete the application online at <http://www.hispanotech.ca/mentorship.html>

If you have any questions please contact us at mentorship@hispanotech.ca

Registrations will be accepted for the Fall 2015 session until **August 31st, 2015, 6PM.**

By September 4th, we will notify the participants' acceptance into the program.

The Mentorship Team will review the applications and use the information to create the mentoring partnerships. Once all Mentors and Mentees have been matched, the Mentorship Coordinator will send an email to each pair/group informing them of the match.

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