

MakCHS Mentorship Program

Mentorship Committee

What is mentoring?

- One-to-one relationship based on encouragement, constructive criticism, openness, mutual trust, respect, and a willingness to learn and share
- Exists between a more experienced person in the area of interest – **mentor** and a less experienced one – **mentee**
- The mentor is a model, motivator and counselor to the mentee

What do mentors do?

- Help the student set short-term learning objectives and long-term career goals
- Help the student understand the organizational culture of the institution
- Create and/or recommend learning opportunities
- Transfer to the mentee knowledge in areas such as communication, critical thinking, responsibility, flexibility, and teamwork
- Point out to the mentee his/her strengths and areas that still need development

What do mentors do?

- Provide information, share their knowledge, experiences, and wisdom
- Stimulate curiosity and build confidence by presenting new ideas, opportunities, and challenges
- Help mentees set goals, discover talents and interests, define and attain their goals
- Provide guidance on personal matters such as financial management
- Create time to support the mentee in his/her search for employment after school

Benefits to the mentee

- Increases personal knowledge and organizational awareness
- Enhances one's understanding of their role in the organization
- Develops an environment that supports constructive criticism
- Gives wisdom, advice, help and encouragement
- Helps to establish mile stones
- Provides an effective learning tool
- Provides networking opportunities
- Stimulates thinking about potential future employment options

Benefits to the mentor

- Develops a relationship with mentee
- Contributes to someone else's development
- Develops his or her own leadership skills
- Reflects upon one's own career
- Discovers new ways of thinking and problem solving

Benefits to the organisation

- Enhances service delivery and productivity
- Improves student performance – enhances institutional reputation
- Improves working environment and job satisfaction
- Favors communication and sharing of values between departments
- Provides networking opportunities
- Generates critical mass of mentors
- Generates a pool of qualified potential candidates for future recruitment needs of the institution

Benefits to society

Produces knowledgeable and confident health care providers who can effectively address the changing needs of society

MakCHS Mentorship Program

- Re-vamped in 2012 by MakCHS leadership
- 3 Training workshops, more planned
- Matched mentor-mentee pairs
- Mentoring agreement template
- Mentee articulates own goals and expectations from the mentoring relationship

Challenges to Mentorship at MakCHS

- Time commitment by some mentors
- Mentors and mentees' knowledge of what mentorship entails
- Commitment by students/mentees
- Mentor-mentee matching vs group mentorship
- Expectations from mentors

MENTORING SKILLS FOR MENTORS AND MENTEES

Listening actively

- Show interest; pay attention; limit distractions
- Reflect back important points; check understanding
- Use appropriate body language, including eye contact
- If on phone limit background noise, speak clearly and deliberately

Build trust

- Keep your communications and conversations confidential
- Honour scheduled meetings and calls
- Consistently showing interest in the mentoring relationship
- Be open and honest

Determine goals

- Know your goals and priorities
- Understand your strengths, weaknesses, successes, and challenges
- Help your mentor understand your responsibilities and context in which you work
- Discuss actions that you've taken in your career, explaining your rationale, and invite feedback

Encourage

- Express appreciation
- Let your mentor know how you've benefited from the mentoring relationship
- Point out concrete examples of how you've utilized his or her guidance and input

Learning quickly as demonstrated by:

- Asking appropriate questions to clarify what your mentor is teaching or suggesting
- Applying the information and strategies he or she offers and reporting back on how you made the applications
- Pursuing useful learning opportunities and resources on your own
- Going beyond what your mentor suggests—taking his or her ideas & showing creative or ambitious ways of using them

Acknowledgement

- Prof Nelson Sewankambo
- Prof Sam Luboga
- Prof Sarah Kiguli
- Dr Pauline Byakika-K
- Dr Damalie Nakanjako
- Dr Lynn Atuyambe
- Dr Rose Nabirye Chalo
- Dr Ismael Kawooya
- Ms Evelyn Bakengesa
- Dr. Sabrina Kitaka
- Dr. Richard Idro
- Dr. Robert Opoka
- Dr. Andrew Kambugu
- Dr. David Meya
- Dr. Noeline Nakasujja