

Welcome to
Mentoring, a Learning Partnership
An FEI Calgary Chapter Program
Initiated August 2007, updated to September 2008

"Everyone has talent. What is rare is the courage to follow the talent to the place where it leads." - Erica Jong

"There is only one corner of the universe you can be certain of improving and that's your own self." - Aldous Huxley

"It's what you learn after you know it all that counts." - John Wooden

"You must learn from the mistakes of others. You can't possibly live long enough to make them all your self." - Sam Levenson

Purpose of the FEI Calgary Chapter Program:
Mentoring, a Learning Partnership:

Our program, *Mentoring, a Learning Partnership*, is based on the premise that the development of new skills is the best assurance for achieving career success in the future. Research confirms those who learn, grow and change continuously throughout their careers are most successful at meeting future job challenges and in turn, are more likely to have a positive impact on others whose performance they influence. (Peter Senge, 1997).

This program is endorsed and directly supported by the FEI Calgary Chapter Mentoring Program Committee. The FEI Calgary Chapter has engaged the services of CORE Consulting Inc., qualified professionals to design and assist us with our Learning Partnership Program.

FEI Calgary Chapter

Mentoring, a Learning Partnership Program

How the Program Works:

This program has been developed for FEI Calgary Chapter members in response to the growing need of our membership to acquire essential leadership capabilities that are not typically learned in the classroom, but more likely from the transfer of knowledge by peer interaction. Our program draws on best practices in which learning and partnering can be most effective.

This program is building on the successes & learning from our inaugural year which started in August 2007. One of the benefits of being a member of FEI is access to mentor/protégé relationships that can help enrich career aspirations and develop enduring business and personal associations. The program is an on going offering of the Calgary Chapter and can be accessed at any time as circumstances warrant. This opportunity is available to all members on a personal situational basis.

If you are a prospective learning partner (a Mentor, Mentee or both), you will be guided through a multi-step process which begins with the completion of a Participant Information Form, followed by a confidential interview process. For Mentees, this will help to identify your requirements, strengths and your development goals. Your requirements will then be compared against a pool of potential learning partners (Mentors) whose profiles are compatible with your development objectives. If a suitable match is determined, you will then be partnered with a peer whose background, education, experience and career progression are such that it will enable you both to accelerate your learning and achieve your development objectives.

To Qualify as a Learning Partner, you need to:

- Be personally committed to and actively want to work at improving yourself (this applies to both Mentors and Mentees)
- Be an active member of FEI Calgary Chapter
- Complete the Participant Information Form (attached)
- Sign a Learning Partnership Agreement outlining the confidentiality terms (copy attached)
- Be available for a minimum of 9 months and at least for 2 hours a month either in person or by phone
- Complete a program evaluation at closure.

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6 Steps to Establishing Learning Partnerships:

1. Complete your Participant Information Form (please include a copy of your resume). Your responses are voluntary. Email or fax your form to our consultant, Joan Hill, at core.consulting@sympatico.ca or (905) 403-9033. **Both this email address and fax number are confidential.**
2. Receive acknowledgement through your preferred email address or phone number that your participant form has been received by the consultant.
3. Contact from the consultant within 3 business days to schedule a 10-minute telephone interview at your convenience.
4. Receive notification if an appropriate match is found; you will receive an email or phone call, depending on your preference. If no suitable match is determined, you will also be notified.
5. Schedule an exploratory meeting between you and your prospective Learning Partner, at your mutual convenience.
6. Confirm your interest and sign a Learning Partnership Agreement outlining the confidentiality terms.

The enrolment, telephone interviews, pairing process and the notification of Learning Partners will be an on-going process as individuals enroll in the program.

For more information, contact Laura Cillis, the Chair of the FEI Calgary Chapter Mentoring Program Committee at lcillis@ceslp.ca or 403.813.1478.

Further Reading:

- "The Mentor's Guide: Facilitating Effective Learning Relationships", Lois Zachary ISBN: 0787947423
- "Coaching for Leadership", Marshall Goldsmith and Laurence Lyons ISBN 0-7879-7763-2
- "Leadership Challenge", James Kouzes ISBN 13: 978078956783
- "Adaptive Coaching", Terry R. Bacon and Karen I. Spear ISBN 0-89106-187-8