

# **XCEEI Technical Mentorship Program**

## **Technical Mentors Toolkit**

## **XCEEi Technical Supervision Mentorship Program**

The XCEEi Technical Mentorship Program is a face-to-face mentoring program whereby technical mentors and entrepreneurs are matched to establish an ongoing technical mentorship relationship throughout the duration of the MEEI's Enterprise Project Development.

The Program revolves around four guiding principles: Rational Matching, Quality Relationships, a Sense of Belonging and Ownership for both entrepreneurs and technical mentors, aimed at ultimately establishing a successful relationship that increases the technical success rate for the entrepreneur's enterprise project.

Technical mentors are made available to XCEEI-MEEI students only and are a mandatory component of the MEEI's enterprise project development program.

XCEEi attempts to recognize the special contribution of technical mentors by providing a mentoring grant to the technical mentor of \$3000. This token of appreciation is applied to the technical mentor's research account for their own use and for potentially obtaining matching government funding.

## **Technical Mentorship - The Big Picture**

*Mentoring is essentially about helping people to assume more responsibility for more effective career and project management. It is a relationship designed to build confidence and help a mentee to take increasing initiative for personal development. Mentoring differs from other forms of help, such as "instructing", "training", or "tutoring". It helps both partners learn, enjoy the learning and apply the learning,*

### **MENTORING IS:**

- a balanced partnership requiring equal commitment and investment from both partners
- a career accelerator for those who have already demonstrated the ability to invest in personal achievement
- a process to encourage mutual respect for the perspective of others

### **MENTORING ISN'T:**

- a one-way coaching initiative
- a process to encourage unmotivated people to take responsibility for self-directed career management
- a means of recruiting graduate students

***Mentoring requires commitment from both partners. While it is an informal alliance, it is nevertheless, a professional undertaking***

## Assumptions of a Technical Mentorship Partnership

**Deliberate learning is the cornerstone.** The technical mentor's job is to promote intentional learning, which includes capacity building through methods such as instructing, coaching, providing experiences, modeling and advising.

**Both failure and success are powerful teachers.** The technical mentors, as leaders of a learning experience, certainly need to share their "how to do it so it comes out right" stories. They also need to share their experiences of failure, i.e., "how I did it wrong". Both types of stories are powerful lessons that provide valuable opportunities for analyzing individual and organizational realities.

**Technical leaders need to tell their stories.** Personal scenarios, anecdotes and case examples, because they offer valuable, often unforgettable insight, must be shared. Mentors who can talk about themselves and their experiences establish a rapport that makes them "learning leaders."

**Development matures over time.** Mentoring - when it works - taps into continuous teaming that is not an event, or even a string of discrete events. Rather, it is the synthesis of ongoing event, experiences, observation, studies, and thoughtful analyses.

**Mentoring is a joint venture.** Successful mentoring means sharing responsibility for learning. Regardless of the facilities, the subject matter, the timing, and all other variables.

***Successful technical mentoring begins with setting a contract for learning around which the mentor and the mentee are aligned.***

# Technical Mentorship Program Evaluation

Name of Student:

Technical Mentor's Name:

Department:

## Personal Observations & Learning

Personal learning discovered during the mentorship

Practical tips & suggestions from your mentor that fostered personal & professional development

New/upgraded skills that developed as a result of the mentorship

How many times did you meet with your mentor? Was this adequate? Why or why not?

Overall, what was your impression of the mentorship partnership?  
What difficulties, if any, did you encounter in the new partnership?

How did you overcome challenges or roadblocks?

What would you have done differently to be a more effective mentee?

Would you recommend that your mentor continue in next year's mentorship program?  
If not, why not?

What suggestions can you provide to improve the quality of the program?