
New to clinical leadership mentoring program 2020

FREQUENTLY ASKED QUESTIONS

What is the New to clinical leadership mentoring program?

The New to clinical leadership mentoring program is an initiative of Safer Care Victoria delivered in partnership with Leadership Victoria.

The New to clinical leadership mentoring program is a flexible development opportunity where participants can learn from an experienced leader in one-on-one meetings to strengthen their leadership capability and achieve improved outcomes in the workplace.

What is the purpose of mentoring?

Mentoring involves creating a partnership between the mentee and the mentor, who will support your development by sharing their expertise, values, skills and perspectives through a series of regular meetings.

Mentees will be able to gain different perspectives and learn from the experience of others, develop their peer network, and increase self-awareness through constructive feedback on personal and professional development areas.

Is mentoring the same as coaching?

Mentoring and coaching are not the same.

Coaching is usually short-term (sometimes time-bound), more structured in nature, and focused on specific development areas/issues.

Mentoring is usually longer term, with the agenda and goals set by the mentee with the mentor providing support and guidance relating to their role. The mentor is usually more experienced and qualified than the 'mentee', and is often a senior leader who can pass on knowledge and experience. Mentoring can be more informal, and meetings can take place as and when the mentee needs some advice, guidance or support.

What is the time commitment?

Our expectation is that mentors and mentees meet at a mutually convenient time at minimum once a month for the duration of the program (up to 12 months). Usually the time commitment involved is about 1–2 hours per month. Mentees will also need to dedicate time for reading and reflection throughout the program and be available to travel to and attend related program events.

What does the program cost?

Safer Care Victoria will sponsor the cost of the mentoring program for 12 months. The mentee will be expected to self-fund any transport and accommodation costs for workshops and meetings.

Participants must be fully committed to completing the program. Penalty fees may apply if you fail to meet program requirements without good cause.

What are the executive sponsorship requirements?

Applicants must have the commitment and support of their organisation to participate, through an executive sponsor.

Your executive sponsor should be from within your health service and will need to provide a letter supporting your participation in the program (an executive sponsor letter of support template can be downloaded on the application page).

The executive sponsor may be your direct manager, however if not, you will be required to provide the details of both your direct manager and executive sponsor in your application.

Are mentors healthcare professionals?

Leadership Victoria has access to a range of senior leaders, including alumni from its leadership programs across a range of sectors and industries.

Senior leaders who are mentors will have a range of backgrounds including clinical, non-clinical and non-healthcare backgrounds, and will be matched with mentees based on their experience and the personal development goals of the mentee.

How are mentors selected and matched to mentees?

Mentors will have relevant senior leadership experience for this program.

We aim to match the mentee to the mentor that best meets their learning and development needs. Mentor selection and matching takes into account the learning goals identified by the mentee as well as the experience and background of the mentor.

What is Mentorloop?

Leadership Victoria uses the Mentorloop online mentoring software platform for all its mentoring programs. Mentorloop provides both mentees and mentors with a private portal to connect, communicate, engage in live chat, share files, set and track progress against goals, and access to a library of mentoring resources to support the mentoring relationship. It is also integrated with other communication channels and accessible from multiple platforms (e.g. phone, PC, tablet, etc) for a seamless mentoring experience.

If you are successful in gaining a place on this program, you will be required to register yourself as a mentee in Mentorloop so that you can be matched with a suitable mentor.

Who initiates contact in the mentoring relationship?

The initial introduction between the mentor and mentee will take place at the program induction session.

The expectation is that the mentee then initiates contact with their mentor.

When and where do mentoring meetings occur?

Mentoring meetings should ideally commence within approximately two weeks of the initial introduction. Dates, times and locations of mentoring meetings are arranged by mutual agreement between the mentor and mentee. Mentoring meetings are expected to take place in public spaces and never at either the mentor's or mentee's home.

Do all meetings need to be face-to-face?

The first meeting is where the mentor and mentee get to learn about each other and negotiate the parameters for working together, so it's essential to meet face-to-face – this will most likely occur at the induction session.

The preferred method of communication for subsequent meetings is face-to-face, however, we recognise this may not always be possible. In this instance, telephone, teleconference or videoconferencing, Zoom or Skype can be used.

What support is available?

Safer Care Victoria is available to support you with your application and any questions you have about this program.

The Leadership Victoria Mentor Coordinator is your first point of contact if you have any questions, concerns, or issues with your mentor or the Mentorloop platform.

What if I still have questions?

If you require further assistance or have questions, please don't hesitate to contact the Safer Care Victoria Leadership and Learning team on (03) 9096 2761 or email leadership@safercare.vic.gov.au