

ATLANTIC MENTORSHIP NETWORK

MINI MENTOR ORIENTATION

June 14, 2024



Atlantic Mentorship Network

A Health Canada
Funded Project



Health Canada Substance Use and Addictions Program (SUAP) has provided a 4yr grant (2020-2025) for this initiative.



The grant is administered by the Centre for Effective Practice (CEP).



The NS-based AMN-P&A has partnered with CEP to implement this initiative.

Project Goals & Objectives

- To increase the capacity of clinicians to provide high-quality care for patients with chronic pain, addiction or mental health conditions.
- Establish Networks in four Provinces.
- Establish an online community of practice to support clinical discussions and the sharing of knowledge around mentoring.

Mentorship

What terms come to mind when you hear the word Mentorship?

Mentorship

Mentorship is a strategy that uses longitudinal relationships to facilitate professional development.

Adaptive Mentorship

The Core Strategy

What is “Adaptive” Mentorship?

Three fundamental tenets:

- Ensure the form of mentorship is adaptive and fits the needs of participants.
- The value of mentorship is bi-directional: In different ways, the mentor and mentee benefit from mentorship.
- Create safe and compassionate spaces that cultivate trust and enhance resiliency amongst participants.

Adaptive Mentorship in the AMN

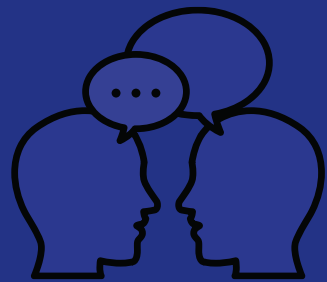
What are the ways in which adaptive mentorship happens within the network?

- **Transactional Mentorship**

- Short, efficient transactions of information and advice.

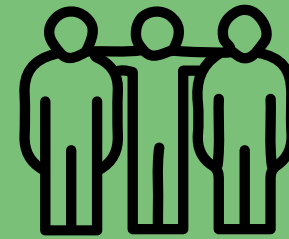
- **Developmental Mentorship**

- Longitudinal relationship that facilitates career development, leadership development, and the transfer of knowledge and skill.



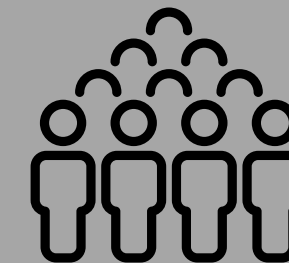
One-to-One Mentoring

Mentors provide one-to-one clinical as well as core knowledge and skill development support to Mentees based on identified learning needs.



Small Group Mentoring

Mentors provide clinical as well as core knowledge and skill development support to a group of Mentees based on identified learning needs. Knowledge translation is through case discussion and/or topic specific presentations.



Large Group Mentoring

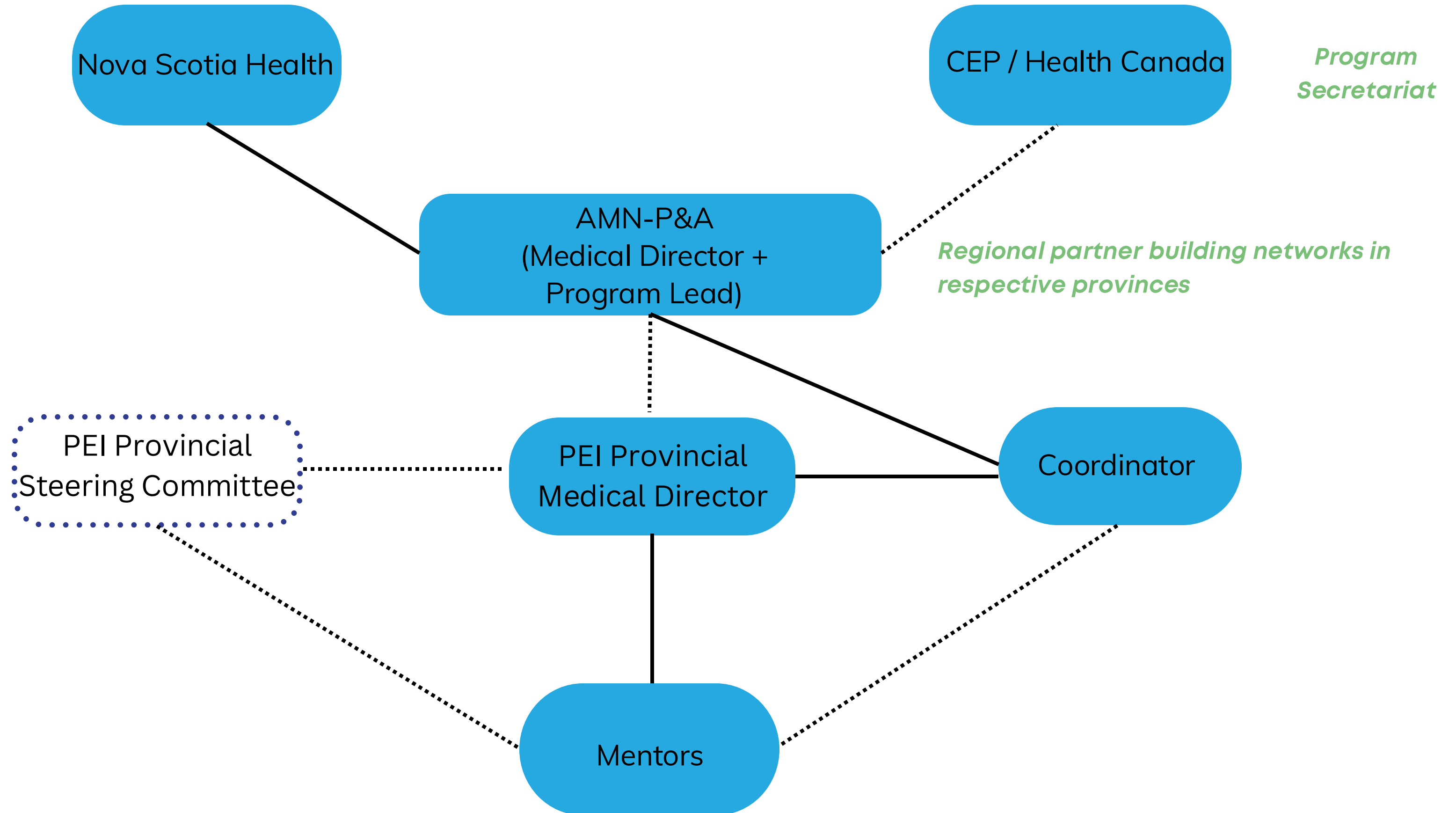
Mentors and Mentees gain opinions, shared knowledge and experience of peers through a variety of learning opportunities.



Continued Professional Development Offerings

Network and non-network members can participate in a number of capacity building initiatives available throughout the year and are used to support other forms of mentoring.

Governance Structure



Our intention: a network that is homegrown....

Mentor Activities (Part I of III)



I. With the goal of adapting mentorship to the needs of mentees, mentors work with mentees 1:1 and in group settings to determine mentees:

- Motivation(s) for participating in the Network
- Professional development goals and learning objectives
- Preferred ways in which mentees want to learn/develop

Mentors can help mentees grow and learn by:

- Assisting mentees address challenging clinical situations by offering general advice within the mentor's scope of practice
- Directing mentees to resources based on their goals and objectives as well as issues arising from clinical challenges the mentees face
- Promoting resources and learning opportunities which are sponsored by the Network



Mentor Activities (Part II of III)



II. In recognition of the bi-directional benefits of mentorship, mentors:

- Model reflective practice by articulating how mentorship benefits you with your own professional development
- Model enthusiasm, curiosity, a commitment to lifelong learning when interacting with mentees
- Seek out guidance and support from: your director, other PEI mentors as well as the broader network of mentors (via EENET, regional conferences etc.)

Mentor Activities (Part III of III)



III. With the goal of creating safe and compassionate spaces that cultivate trust and enhance resiliency amongst participants, mentors will:

- Model safety and compassion in your interactions with mentors
- Host group meetings with assigned mentees on a regular basis
- Establish group norms and expectations
- Respond to non-adherence to norms and expectations
- Establish 1:1 mentoring expectations
- Be as consistent as possible in meeting expectations

Mentee Expectations



Interpersonal behaviour (an iterative process)

- Be respectful of Mentees and AMN Staff
- Contribute to a non-judgmental compassionate environment
- Interact collaboratively with AMN community including Mentors, Director and Coordinator to ensure a rich and meaningful experience
- Appropriate communication (eg. allowing for airtime, etc.)



What we hope for from the Mentees...



Engage

- Attend and actively participate in regional group meetings
- Responds to Mentor communications
- Participates in network communication, evaluations, surveys, and activities including the National Adaptive Mentoring Forum as needed
- Commits to self-development and assumes the responsibility for acquiring or improving skills and knowledge

Support

- Provide input and feedback to AMN leadership team
- Provide insight and input on strategies to gain momentum and support for AMN