



## MENTORSHIP *at Work*

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The benefits of mentorship are well known. From a business perspective there is ample evidence that increased talent retention, higher morale, faster adoption of new knowledge and better teamwork are typical outcomes from mentorship. We all have examples of situations where someone helped us learn something or helped us make a difficult decision in a way that had an impact in the moment and in our lives.

Mentorship is a skill. It can be learned, improved and even mastered. We can all get better at it. In fact mentoring has a cascading effect in which people we interact with mimic the same approach with others. The impact of good mentorship is thus far reaching and can even be transformational.

Good mentorship follows a process that creates an atmosphere of trust and confidentiality. This process ensures that knowledge is shared and skills are transferred in a way that is efficient. A good mentorship program will guide the participants along this process and provide them with the greatest opportunity to succeed and get the most out of the mentorship relationship.

For those who attended the Annual General Meeting in Calgary, you are aware that the WCABP has partnered with Intervet/Schering-Plough Animal Health to launch a mentorship program. This program stems from the recognition that many new graduates enter into mixed and food animal practice but a large percentage leave within their first 2 years, and lack of mentorship is frequently cited as a major factor for leaving food animal practice.

Bernie Vincent, a consultant with extensive experience in the area of leadership and coaching, has been contracted to design and deliver the **Mentorship at Work** program. As for who should participate, ideally we want to match new graduates with WCABP members. However, we recognize that this program can apply to many different mentee-mentor relationships and it does not need to be restricted to people within your own practice.

The program is comprised of a workshop that focuses on developing better mentorship skills. This interactive workshop focuses on interactions with others and how to make the most of mentorship moments. It is a perfect setting for trying different communication styles and learning from others in similar situations. You will also learn about the

mentorship process and steps that greatly increase the value and success of mentoring. (To date three workshops have been held – Calgary, Saskatoon and Regina).

The program also includes 2 one-to-one phone conversations after the workshop. These are opportunities for you to discuss specific challenges or successes that you are having with your mentee. These discussions are focused to your agenda and allow you to get the most from the program. This is the first time that this program is offered to WCABP members. It is being offered on a limited basis in order to assess its value to this organization.

In addition, Bernie presented the program to the WCVM's Bovine Club, specifically targeting upcoming graduates. This presentation attuned students to the availability of this program, but also reviewed what it means to be a mentee.

Thanks to the generous sponsorship of Intervet/Schering-Plough Animal Health, we are able to offer this program to our members at a nominal cost of \$300. If you are interested in participating in the program then please contact Phyllis in the WCABP office ([info@wcabp.com](mailto:info@wcabp.com) or 1-866-269-8387). We will then endeavour to find dates and places that satisfy most interested parties.

Regards,

A handwritten signature in black ink, appearing to read 'Murray Jelinski', written in a cursive style.

Murray Jelinski  
Secretary-Treasurer