



MENTORSHIP

PROGRAM



lodgeatkananaskis.com



1 Centennial Dr, Kananaskis,
AB T0L 2H0



Welcome!

We have created a mentorship program to help guide you through your co-op experience at the resort.

A mentor has been made available for you – it will be up to you to connect with your mentor and make the most of the guidance that they are able to provide as you begin your career journey. Having a mentor is an incredible opportunity to boost your development. Some more reasons why this will benefit you can be reviewed here:

7 Mentorship Reasons

I have often found that the mentorship process is just as beneficial for the mentor as the mentee, and frequently this blossoms into a friendship that lasts for years. My hope is that you find the program rewarding and useful during your development journey.

Happy learning!

Liz Hovey-Smith
Director, Operations

MENTOR

noun

men·tor | \ 'men-,tôr , -tər \

DEFINITION OF MENTOR

a trusted
counserlor or guide



The mentorship program provides an opportunity for our co-op students to develop their leadership skills and build confidence during their co-op term at the lodge.

The Lodge is supporting the development of the students by coordinating the program, however the success of the mentorship program will be as successful as the mentor/mentee want it to be.

Simply, you will get out as much as you put into it.

Mentorship can provide great benefits for both the mentor and mentee, such as:

- Acces to a trusted career advisor who you can bounce ideas off of
- Greater understanding of your own experience and knowledge
- Improvement of your "soft skills"
- Development opportunities for both mentor/mentee

My expectations

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Before getting together with your mentorship group, take some time to reflect on what you want to get out of this pairing:

- ▶ **Be curious & ask questions**
- ▶ **Be open to feedback**
- ▶ **Build trust with your mentoring group**
- ▶ **Active listening**
- ▶ **Set, seek and meet goals**
- ▶ **Get involved, offer encouragement**
- ▶ **Organize and use time wisely**
- ▶ **Share the good & the bad**
- ▶ **Tell stories & share ideas**



Get together with your mentorship group!
We've put together a suggested format to get you started on your journey.

1. Summarize professional & work background.

2. How do I like to spend free time?

3. What knowledge & skills would like to gain through the program?

Mentoring Agreement

7

This agreement is designed to assist in establishing & defining the parameters of our mentoring program.

Mentee

Mentor

Period of time

Both parties agree to participate in the mentorship program for the period of

From

To

Goals to address

After the mentee and mentor have discussed the mentee's goals, summarize the goals to be addressed on the line below:

Mentee
signature

Mentor
signature



THANK YOU

& WELCOME



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