



IPIC Mentorship Program

The IPIC Mentorship Program pairs members seeking mentorship and knowledge transfer with experienced practitioners to foster career development and facilitate integration into the IP community. The program aims to promote the transfer of experiential knowledge and to encourage mentees to acquire networking skills, develop leadership competencies and learn effective practice management.

Mentors and mentees will be matched based on areas of practice, geographic location, and identified needs.

MENTORSHIP GUIDELINES

Definitions

Mentee : a member of IPIC who is seeking guidance to develop or manage their career. The mentee can be self-employed, employed in a small practice, large firm or in-house.

The mentee is expected to:

- Define their objectives in participating in the program.
- Communicate their expectations to the mentor.
- Be respectful of the time commitment of the mentor.
- Signal any issues affecting the mentee/mentor match with the program organizers.

Mentor : a member of IPIC who has worked actively in the IP profession for 10 or more years and willing to provide advice and guide the mentee.

The mentor is expected to:

- Actively communicate with the mentee on a frequency agreed to by the mentor and mentee at their first meeting.
- Share their knowledge of the profession.
- Provide useful information, resources or tools relating to career management.
- Facilitate networking opportunities.
- Provide practice management and conflict resolution advice.

Structure

The mentoring period is one year in duration; however, the mentor/mentee relationship may continue outside of the IPIC mentorship program if both parties mutually agree.

At least one meeting per month is recommended, of one hour in duration. This can be supplemented by phone calls and emails. In the case of geographic separation of the mentor and mentee, communication only by phone and email is acceptable.

Confidentiality

The mentor and mentee will respect each other's confidentiality.

Termination

If the mentor or mentee believe that the relationship is not beneficial, the mentoring relationship can be terminated at any time.