

Amref Mentorship Programme - FAQs

Lasting Health Change in Africa

1. What is the Amref Mentorship Programme?

Mentoring is a process for the informal transmission of knowledge, social capital, and the psychosocial support perceived by the recipient (staff) as relevant to work, career, or professional development.

Mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the mentee).

2. What are the objectives of the Amref Mentorship Programme?

- To help accelerate the career development of the Mentees
- To share experience, key insights and unwritten rules between Mentors and Mentees
- To promote a development & feedback culture
- To improve succession bench strength
- To support career growth for women and youth in Leadership

3. Benefits of Amref Mentorship Programme

- **Benefits to Mentees**
 - Helps accelerate the development of Mentees
 - Intensifies transfer of experience, key insights and unwritten rules to Mentees
 - Provides guidance in self-assessment and career planning
 - Brings exposure to areas beyond current role / tasks
 - Fosters a supportive environment where successes and failures can be analyzed in a safe space
 - Provide relationship-based support and access to informal networks
- **Benefits to Mentors**
 - Reverse mentoring' effect: senior executives learn about the experiences and challenges faced by mentees
 - Brings satisfaction through supporting growth of others
 - Provides deeper awareness of own behavior and approaches
 - Increased knowledge of other business areas
 - Improve skills such as counseling, listening, role modeling
- **Benefits to Amref**
 - Share and leverage strategic knowledge throughout the organization
 - Retain and engage talent in the organization
 - Foster an environment where employees feel valued and supported.
 - Preserve and expand our corporate culture as a source of competitive advantage
 - Improve succession bench strength and promote culture of development and feedback

4. What is the Criteria for Mentor & Mentee pairing?

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Mentors	Mentees
<ul style="list-style-type: none"> • Senior Executives and Managers with outstanding track record and potential • Inspiring leaders with great interpersonal skills • Highly interested in the development of others • Minimum 1 or 2 levels senior to Mentees • At the HQ, Countries or Business Units • From any Function • Up to 2 Mentees per Mentor 	<ul style="list-style-type: none"> • Demonstrated High Potential for more senior management positions • Amref Global Talent Pool member • Designated successor for at least 1 succession plan • Have clear development gaps & strong interest in developing their career • Time within Amref is more than 1 year <p>(Programme is open to all but priority will be to talent pool)</p>

5. What are the criteria for the Matching?

- Mentees' development needs and objectives matched with Mentors' key strengths
- The Mentor is at least, 1 level senior to the Mentee.
- Mentor is outside the direct reporting line
- Geographic distance / Virtual Engagement
- Typically, no more than 2 Mentees per Mentor

6. What are my roles, responsibilities & obligations as a mentor?

- Commits the required time and energy to make the relationship successful
- Keeps discussions strictly confidential
- Supports the Mentee in the definition and achievement of the objectives
- Acts as role model, shares expertise and provide a safe environment for disclosure
- Let the Mentee know of any career and / or personal developments
- Provides necessary information to HR to evaluate the Programme

7. What are my roles, responsibilities & obligations as a mentee?

- Commit the required time and energy to make the relationship successful
- Define the Mentoring objectives
- Attend meetings and events and avoid cancelling or postponing
- Follow-up on actions discussed and seeks ways to achieve objectives
- Responsible for driving the relationship, managing the logistics and proactively communicate with mentors on any career and personal developments

8. What is the duration of a Mentorship engagement?

- The mentorship relationship will last between 3-6 months depending with the skills.

9. Can I Mentor more than 2 Mentees?

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- Yes, as a mentor you are allowed to mentor more than two mentees if they have a similar development goal. The mentorship relationship is a highly intensive engagement that requires you to dedicate your time to ensure an impactful and meaningful engagement that will have great impact on the Mentees professional and personal life; in this regards, you will need to ensure your time is well planned so as to maximize the benefits of the mentorship.