

Introduction to the Law Society Mentorship Program: Tips and Tools for Effective Mentoring



**Law Society
of Saskatchewan**

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What is the Mentorship Program?

- Program is designed to support development in the legal profession.
- Program facilitates a relationship between mentors and mentees to connect online and then meet for a face-to-face virtual session.
- Users use the platform to create personal profiles, followed by a self-match system to connect mentors to mentees.
- The self-match system allows mentees to seek guidance and insight relevant to their own career development path.



Did you know...?

In the business world:

- Statistics show that 89% of individuals who have been mentored go on to mentor others.
- Of those with a business mentor, 97% say that the mentorship was valuable to them.
- Yet, only 37% of professionals have a mentor.

* Information from the Professional Leadership Institute





Why is Mentorship Important?

- Much of what it means to practice law competently and professionally cannot be found in a book or taught in law school.
- Mentorship can result in personal and career benefits for both mentors and mentees, as well as benefits to employers and to the profession.
- Mentoring relationships can help leverage the experiences of others. It can be a two-way street.
 - Develop key competencies.
 - Support equity, diversity, and including within the profession.





What Makes a Mentoring Relationship Successful?

A successful mentorship can help to:

- Increase knowledge of legal customs and contribute to a sense of integrity within the profession.
- Develop practical legal and client management skills.
- Encourage the use of best practices and highest ideals in the practise of law.
- Promote leadership.





Creating Effective Mentoring Relationships

How can you prepare as a Mentor?

- Assess and reflect upon your own experiences.
- Assess and reflect upon your understanding of the mentee's experience and needs in light of your own background.
- Start with a mindset that you are open to listening and be willing to share both your successes and failures.
- Provide information that will help the mentee adapt to the culture of the professional environment.





Creating Effective Mentoring Relationships

How can you prepare as a Mentee?

- Assess and reflect on your life experiences that brought you to the practice of law.
- What are your needs and goals in your professional work? How might mentorship help you attain your goals or satisfy your needs?
- Assess and reflect upon your understanding of the mentor's experience and how that can contribute to your needs/goals.
- Make first contact with the mentor and be respectful of the mentor's time.
- Be open to feedback and advice.



The Plan

Mentees should have a plan for the meeting:

- Prepare an agenda
- Prepare questions in advance (and share them)
- Focus on 3 or 4 topics





The Meeting

In addition to the meeting plan, be prepared to discuss:

- boundaries – what topics or issues are outside the scope of the discussion?
- how to deal with confidential information?
- the goals of the meeting





Ice Breaker Questions

- What have been the keys to your success?
- What do you find most rewarding about _____?
- I am looking to accomplish _____. What do you suggest I do to get there?
- How would you recommend getting into _____ (specialization, role, sector, etc.)?
- What continuing education or designations do you find important?
- What is the best career advice you received? What action did you take as a result?
- What do you wish you knew, or with you had done differently, at my stage in your career?
- What qualities set your colleagues apart from other coworkers that make them ideal people to work with?





The Mentorship Rocket Program

- This Mentorship model is different from other programs that you may be more familiar with. In this model, a mentor's time commitment is very light duty.
- There are no assignments, tasks or deadlines.
- Mentors have total flexibility for their schedule.
- Mentors are open to one session with a mentee and can share their experience with additional mentees thereafter.





Mentorship Rocket

- [Next Steps - MENTORS En on Vimeo](#)





Questions?

- Signup for Mentors and Mentees is open.
- The program runs from May 15th, until the end of August.

For sources of information used in this program (and for more detailed information about Mentorship) please see the following resources:

- MentorshipRocket.com
- ProfessionalLeadershipInstitute.com
- *Managing a Mentoring Relationship*, Lawyers' Professional Indemnity Company (LawPRO), 2002.
- Law Society of Alberta: lawsociety.ab.ca. LSA mentorship programs.