

CANNP Mentoring Program for Nutritional Consultants

NOW WHAT???

About the Mentoring Program

This mentoring program was designed to help new graduates develop a successful nutritional consulting practice with the help of seasoned professionals. In order for this relationship to be mutually gratifying, both parties must be fully committed to the process. The mentor and the mentee must accept the responsibilities that accompany their respective roles.

The Role of the Mentor

The mentor's job is to serve as a guide to the mentee. A good guide will ask the right questions, elicit responses, encourage reflection, and share their experiences with a mentee. A mentor will not pass judgment. Nor will they speak harshly or critically of a mentee's course of action or handling of a particular situation.

The Role of the Mentee

The mentor is giving the mentee the gift of their time, knowledge, and experience and that gift is to be treated with the appreciation and respect that it deserves. A mentor has voluntarily donated their valuable time to help the mentee grow their business. As such, the mentee should always respect their mentor's time by keeping appointments, responding to emails promptly, completing assigned tasks, and listening to their mentor's recommendations respectfully.

Mentor Relationships

Upon request, the CANNP will assign mentors based on experience and skill set. If at any time the mentor or mentee is not comfortable with their assignment, they are encouraged to contact the CANNP and voice their concerns. If deemed appropriate, the CANNP reserves the right to re-assign mentors or mentees.

Weekly/Bi-weekly/Monthly Assignments and Action Challenges

The mentoring program has been broken down into twelve segments. The mentor and mentee may choose to conduct sessions weekly, bi-weekly or monthly, depending on their personal preference. The assignments have been created in a specific order but the mentor and mentee may choose to work on the assignments in any order they choose. The mentee should work on the action challenges between scheduled appointments and provide the completed information to their mentor in the pre-determined format. Mentors and mentees may share information via fax, email, or in conversation during appointed meeting times.

Appointments

Appointments may occur via telephone, face to face or online chat, depending on the format both parties have agreed to. In most cases, it is the responsibility of the mentee to contact their mentor. It is important for both parties to respect their appointment time and give the other ample notice in the event they must re-schedule the appointment. Most appointments will last thirty minutes, unless both parties have agreed to spend more or less time.

Agendas

The mentee is encouraged to email the mentor an agenda at least two days prior to the appointed meeting time to outline what they hope to achieve during the upcoming meeting. They may outline progress they have made, issues they are struggling with, questions they may have, or resource information they may need. This will allow the mentor to do some research, if required, prior to the meeting and ensure that the mentees objectives for the meeting are being met.

Questions

The mentee may have questions in between appointments. Each mentor must decide whether they will invite questions from their mentee via email in between appointments. Either way, they must let their mentee know in advance what their position is on this matter.

Privacy

While mentees may choose to discuss specific client challenges with their mentor, they may not disclose the clients name or any personal information about that client to their mentor. They may speak about their client only in very general terms.

Personal Relationships

The mentor and mentee relationship, like other professional relationships, must have clear boundaries in place. In order for this format to be effective, both parties must respect those boundaries and are encouraged to discuss their views on this matter ensuring that the issues on the agenda are covered during the appointed time.