



## **CABE Mentoring Program**

CABE, with its 600 members and 6 Chapters, recently introduced a first-of-its-kind mentoring program for those interested in: expanding their learning, building a network of professional relationships, obtaining additional perspective, and advancing their careers. The program is entering its third year and has had over 100 participants.

### ***What is it?***

The program features one-to-one mentoring relationships between experienced and more junior members with a view to facilitating an exchange of information and contributing to the professional development of both individuals. Chapter Liaisons from across Canada are responsible for arranging matches. The qualifications and experience of participants are top-notch. Matches are made outside of one's organization, potentially involving members from different demographic groups, occupations, sectors, and regions. According to a last year's survey of participants, most pairs met monthly, with eighty-five percent of the participants indicating that they were learning or that their mentee was learning. Most mentees reported that they perceived a definite improvement in how they approached their career.

### ***Why participate in the mentoring program?***

For the mentee, feedback from an unbiased, experienced, and knowledgeable source can improve performance in their current position or aid them in moving into uncharted territory. At the same time, mentors benefit from the opportunity to gain a different perspective, to assist in the development of other business economists, and to reflect on their own career experiences.

CABE President Craig Alexander, a mentor in the program, remarked: "The mentoring program is a great opportunity for the sharing of ideas, perspectives and experiences. It should be rewarding for both mentors and mentees." Below are comments from three other participants:

- "The program has the potential to substantially increase one's ability to attain his/her career objectives." Shahrzad Mobasher Fard (Ottawa Chapter)
- "This mentor-mentee program helped me to improve my social and networking skills as well as learn the breadth of career and education options available in business and economics." Kevin Mohan (Toronto Chapter)
- "An opportunity for a knowledge transfer from the old to the young. Fun as a mentor in trying to avoid mistakes the second or third time around." Mike McCracken (Ottawa Chapter)

### ***Looking ahead***

In September, we will be launching the 2009-10 mentoring program and inviting members to submit applications to become a mentor or mentee. Once the match is made, the mentee drives the process. There are no formal obligations, and the relationship can last as long or as short as you want, with regular or irregular meetings that may be in person or done by phone. To learn more about the program, please consult the brochure, guide, and application form available at [www.cabe.ca](http://www.cabe.ca) (under 'Downloads').

Greg Haymes  
National Coordinator  
CABE Mentoring Program

