

2023

WFIM Mentorship Program “Planting the Seeds for Success”



Jenny Tian / Kirsten Benneter

Co-Directors

Mentorship Program

Women in Food Industry Management



Overview

GOAL: Foster an environment where individuals in the Canadian food industry can support each other, and where over time we increase the potential participation in leadership positions in Canada.

PROGRAM: Through combining mentorship and leadership skills development, this six-month program connects role models in business and helps individuals to develop their leadership potential and building specific skills to be successful leaders in the Food Industry. The *“Planting the Seeds for Success”* WFIM program offers mentors and mentees an opportunity to experience personal and professional growth by learning from one another.

The program will consist of:

- An organized mentorship program where individuals in senior leadership positions can share their experience and newer employees in the workforce can learn from their expanded network
- A group orientation, where all coaches and mentees can meet one another. This is a guided tour of expectations and an opportunity to ask any questions.
- Six one-hour sessions to discuss interesting topics in a one on one setting.
- A graduation networking event to share your experiences and award ceremony.

This program was designed to assist those entering the work force or those who are looking to hone in on new skills to progress in their personal development.

Experience takes time, and there are so many people who have been there and done that. Let's support one another along the path to success!

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OVERVIEW:

Mentors: You have honed your skills and become experts in your field. Now it is time to give back.

Mentees: This is your opportunity to connect with experienced professionals in the industry for leadership guidance and open discussion about career development.

Program: You and your mentor/mentee will meet monthly to discuss relevant industry topics, personal development, and career progression. The intention is to help share experiences, openly discuss trouble shooting tactics, and have many guiding conversations about personal and professional development. See p5 for suggested topics of conversation. We encourage guidance in regards to networking, leadership, career progression, conflict resolution, work-life balance, etc – all important life skills to develop for women in the workplace.

We are looking for candidates who:

- Must be a current WFIM member
- Must have a positive attitude
- Must be able to commit 60 minutes each month to the program. Meetings may be in person or virtual.
- Must complete the application (at the link below)
- **MENTORS:** Must be at professional senior level
- **MENTEES:** Must be eager to develop new skills and looking for guidance in a specific area of interest such as becoming a leader or other career aspirations.



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Orientation (August 2022)

Orientation will be held virtually – date to be communicated once all participants have been selected. The event will be held for 90 minutes and will include ice breakers and introductions. You will meet the program facilitators, who will introduce the program, discuss guidelines and answer any questions that coaches, and mentees may have.

Communication throughout the program will be done mainly electronically and will include program literature and helpful information to guide discussions for each meeting.

Graduation Night (April 2023)

The month following the final 1 on 1 meeting, all of the participants will get together for an evening of celebration, networking and food. *(Covid-restrictions pending, hoping for an in-person event)*

Rules of engagement for the program:

Mentors will be paired with mentees who have similar career goals. Mentors and Mentees should find a common place to meet, either in person (coffee shop, library, etc), or virtually as schedules allow. Mentor or Mentee to send Teams or Zoom link – to be discussed between partners.

Required time should be 60 minutes allotted for discussion, however specific partners may agree to extend the time based on availability. Please be considerate of everyone’s time, as all participants are volunteers

It is the mentor and mentee’s combined responsibility to set up and follow through all consecutive meetings following the orientation session.



Guidelines for Discussion:

What is your Passion:

To be successful in what you do you must be passionate. Discuss skills that you do well and why. Discuss how you can integrate what you are passionate about to the work you do in your company. Or how you can take your passions and find that role where you can inspire others to become leaders.

Positive Networking:

Networking is an important skill to learn today. It is not what you know but who you know. You will be guided through steps on: why you should network, how to network successfully, how to keep in touch.

Great leader traits:

Discuss traits that make a GREAT leader. Coaches to show examples of where they have been Great leaders, Mentee’s to think of people around them that they feel are great leaders and what made them be great leaders.

Risk Taking:

Many leaders advance in their careers because they have stepped out of their comfort zone to take on tasks that extend them beyond what they are used to doing. Mentees will hear examples and have an opportunity to take on a task that they may not be familiar with.

Open Discussion:

As Coaches and Mentee’s have now had an opportunity to learn more about each other, this meeting is designed to discuss a topic of interest that is relevant in the protégé’s current position. In this session you may also revisit previous topics if you ran out of time in previous sessions as well a list of topics and relevant material will be provided.

Final meeting (typical) - Goal Setting:

Discuss short term and long-term goals Protégés and Coaches have regarding personal development. Help to discuss the strategies that it would take to get there.

Mentors [APPLY HERE](#)
Mentees [APPLY HERE](#)



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LINKS TO APPLICATION

Please complete the Application Form found at the links below. Please complete the form that indicates the position you are interested in participating as, either mentor or mentee.

Mentor: <https://forms.gle/R1PfWiXNEJXJv1z69>

Mentee: <https://forms.gle/byyg2hEpqJJoBZE8A>

NOTE: Although we do not require mentees to be currently employed, the WIFM mentorship program was not designed to find employment but to enhance mentees skills by learning from experts in their fields.

NOTE: Not all mentees will be accepted into the program, only those who can be matched successfully with a leader will be notified that they have been accepted into the program.

For any additional questions, please contact admin@wfim.ca