

# 2014-2015 CAFPNA Mentor-Mentee program overview

7.26.15 IAFP Portland, OR

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# Initiatives

For Mentees (students, post doc, new graduated, etc.)

- Provide insights and guidance on career planning & development
- Build connections and strengthen professional relationship
- Increase understanding and knowledge in industry/academia/government

For Mentors

- Expand professional network
- Obtain fresh perspectives on a subject
- Enhance leadership in the organization



# 14-15 MM program

## Time line:

- Oct 14 1<sup>st</sup> survey and WeChat account
- Nov/Dec 14 2<sup>nd</sup> survey and Email screen
- Jan/Feb 15 Complete pairing MM and launch program/guide documents
- May 15 3<sup>rd</sup> follow up survey

亲爱的 GAFPA 会员们:

大家好! 很高兴的通知了一个重要的消息,我们将要开学。

首先,我们会再办一个新的活动,就是做调查问卷。我们和去年一样,目的是和会员们建立联系,让大家知道我们的情况。此外,我们今年准备《成员招募申请表(成员招募申请表)》(即申请表)一起来做一下。我们会在申请表中向大家征求大家的意见和建议,以便我们更好地为大家服务。

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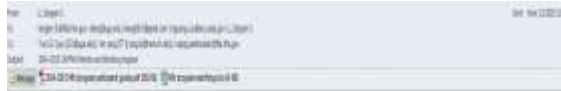
有什么不明白的地方,欢迎随时和我们联系。我们期待您的回复!

<http://www.gafpa.com/zh-cn>

如有任何疑问,请与我们联系。我们的联系方式如下:

我们的办公室在加拿大蒙特利尔。我们的网站是: [www.gafpa.com/zh-cn](http://www.gafpa.com/zh-cn)

我们的电话号码: 416-963-8888。我们的传真号码: 416-963-8889。



Hi,

We created GAFPA for you to help you in your business and professional life. We need to know more about you and your business to better serve you. Please fill out the survey and return it to us as soon as possible. We will use the information you provide to improve our services and to help you succeed in your business and professional life.

Thank you for your participation. We look forward to hearing from you again.

GAFPA

2014-10-14

### WELCOME

We are pleased to have you participating in the 2014-2015 Mentoring Program. This guide will provide you with information and resources to assist you during your Mentoring relationship. Included in the guide are introductions to the Mentoring Program, descriptions of what mentoring is, suggestions and helpful hints for Mentees, and resources intended to supplement the structure of the program. Should any questions or concerns arise, please contact one of members of the GAFPA Mentors & Mentee committee.

### I. MENTORING REFRESHER

#### 1.1 What is Mentoring?

Mentoring is... "A developmental relationship between a more experienced participant (the mentor) and a less experienced participant (the mentee) for purposes of sharing leadership insight, and organizational knowledge with respect to particular capabilities, profession, or endeavor." Mentoring is a relationship-based developmental strategy where one individual facilitates the leadership development of another, as well as their expertise, skills, insights, perspectives, attitudes, and professional networks. It allows the mentee to build additional leadership capabilities and knowledge. The mentee gains from the mentor's tacit professional and organizational knowledge, and gains accelerated experience and insight. The mentor gains a sense of sponsorship and legacy, as well as fresh insights and energy. Mentoring is not about competencies and more about knowledge sharing and developing leaders.

#### 1.2 What is a Mentee?

A mentee is one who seeks valuable advice and support from someone more experienced in order to grow personally and/or professionally. Mentees are equal partners in the mentoring relationship. They play an active role in their own development by identifying their needs, making those needs specific and measurable, seeking mentor support and actively listening to constructive feedback, and making effective use of the mentoring relationship to increase their own personal leadership effectiveness and productivity.

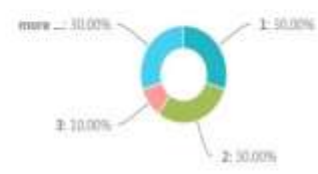
#### 1.3 Benefits of Mentoring

- Mentor Benefits:
- Prove themselves as valuable leaders
  - Share their expertise with another



- 9 mentees; 5 mentors
- 90% career development and employment opportunities
- 50% prefer one on one communication/monthly
- Follow up survey

2. How many times did you communicate with you mentor/mentee since the kick off of the program?  
 答题人数 10



答案选项	回复情况
1	30.00%
2	30.00%
3	10.00%
more than 4	30.00%
受访人数 : 10	



- Survey (Cont.)
  - “Through the MM program, it’s a great way to get to know the career option...”
  - “Gained expertise and insightful comments about research...”
  - “The process provides necessary assistance to students while find a job...”
  - “Rewarding experience by helping the younger ones...”
- “lack of communications...”



# Future direction

- Consistency
  - welcome fresh and need more member involvement
  - encourage existing participants to stay
- Communication/survey format
  - Group discussion
  - Conference call
  - Mentee – Mentee connection
  - Social media



- Many thanks to Ren Yang (IIT) and Yue Cui (UGA) on program development and assistance

Appreciation for Mentors and Mentees participation this year, and support from CAFPNA board members



# QA

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