



What is mentoring?

Mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom, or experience (the mentor) and a person who wishes to acquire this (the protégé/mentee).

What is the WFSA Global Mentoring Programme?

The WFSA Global Mentoring Programme will facilitate matching and connecting anaesthesiologists worldwide who are looking for a mentoring relationship. The mentorship will be delivered through one-to-one meetings using a virtual platform (this could be web conferencing/WhatsApp/FaceTime).

WFSA's voluntary mentorship programme will unite anaesthesiologists around the world to improve patient care. It will support individual anaesthesiologists with their professional development, and strengthen the global anaesthesia workforce by preserving and transferring accumulated professional knowledge within the anaesthesia community.

How much does it cost to have a mentor?

This is a free service provided by volunteer anaesthesiologists from WFSA's Member Societies. The website, application forms and matching system are hosted and delivered free of charge by WFSA.

Will I be paid to be a mentor?

Mentors will not be paid. Mentoring is done on a voluntary basis to assist global colleagues.

For how long can I be a mentor?

Our expectation is that once matched with a mentee, mentors will support their mentees for one year. This may be renewable for a further year should both parties agree. Clearly, there can be great benefit in having a long-standing and experienced mentor.

How often are the mentoring sessions?

We suggest that mentors and mentees meet virtually for at least one hour per month. Additional time could be arranged when appropriate and convenient for both parties.

How many mentees can I have?

Within this programme, there is a maximum of one (1) mentee per mentor.

Can I have more than one mentor?

Mentees are limited to one mentor at a time.

How long can I be a mentee? How many mentors can I have?

Our expectation is that once matched with a mentor, mentees will work with that person for one year.

This may be renewable for a further year should both parties agree. Once that mentoring relationship is complete, the mentee can apply for a new mentor for a different project or goal.

Can I choose my mentor?

WFSA volunteer anaesthesiologists under the direction of our Director of Memberships will match mentors and mentees.

The application form has an option called '**Be my mentor**', where mentees can suggest a specific mentor. If this option is chosen, WFSA will contact the proposed mentor and try to have them in our programme. An additional short letter of motivation from the prospective mentee will be required for this. If for any reason, the suggested mentor cannot proceed, we will assign another mentor.

Can I choose my mentee?

WFSA volunteer anaesthesiologists under the direction of our Director of Memberships will match mentors and mentees. If you have a particular mentee who you would like to mentor, please let us know and we will do our best to facilitate this.

Can I visit my mentor/mentee?

The mentoring scheme is set up for online support only.

How much time will it take to be a mentor/mentee?

The amount of time given to the mentoring relationship will be determined by the mentor and mentee. This should be discussed and agreed upon at the initial meeting. The mentorship agreement will be documented in the **Mentorship Agreement provided by WFSA**.

Will my mentorship discussions be kept confidential?

All mentorship communication should be confidential, and the mentee and mentor should discuss this at their initial meeting. Both parties should sign the **Mentoring Consent Form** to confirm that they agree to uphold this agreement.

Will my personal data be kept confidential?

Yes, any information sent to WFSA will be stored in line with the General Data Protection Regulations (UK). Your information will only be shared with our matching team and potential mentors.

I have not heard from my mentee/mentor, what do I do?

It is the responsibility of the mentee to reach out to the assigned mentor and arrange an initial meeting or a follow-up meeting. If you do not get a response, please inform the WFSA team via email on mentorship@wfsahq.org. The team will make contact with your mentor and if required, allocate you a new mentor.

The mentor should await communication from their mentee. If your mentee fails to connect for either the initial meeting or follow-up meeting, please inform the WFSA team via email on mentorship@wfsahq.org. The team will make contact with your mentee and find out if they still wish to be part of the WFSA Global Mentorship Programme. You will be kept updated on the status of the mentorship relationship. If the mentee wishes to end the relationship, you will be informed and offered options of a new mentee.

Your mentor/mentee relationship is not useful/helpful?

There is no obligation to remain in a mentorship which is not adding value to either side. However, please ensure that you have communicated your wants and needs from the relationship before

terminating it. You can always contact the WFSA team for advice and support via email on mentorship@wfsahq.org

I am not a member of an association can I still apply to be a mentor/mentee?

Only members of WFSA Member Societies are able to participate in this programme.

I am a non-physician anaesthesia provider; can I still apply?

At this stage, only physician anaesthesiologists are able to participate.

How do I join the quarterly webinars of the WFSA Global Mentorship Programme?

You will receive a link from the WFSA team to join the quarterly webinars. All mentors are invited to speak at these, and we would welcome suggestions for topics from all programme participants. The webinars will be held in English; AI-generated captions are available in multiple languages and the webinars will be simultaneously translated into French and Spanish.

Can I join the WFSA Global Mentorship Programme if I do not speak English?

Of course! For this first round, the programme will be launched in English, French and Spanish. We will evaluate the success of these, evaluate the needs of mentees and look at including additional languages in future rounds.

When and where can I apply?

We have launched this first call for mentorships at WCA2024 in Singapore. Applications for mentors and mentees will be **open from 10 April to 10 May 2024**. A welcome webinar will be held in mid-May/early June 2024 for all applicants with simultaneous translation into Spanish and French, provided if there are applications in any of any of the two languages. The date will be confirmed by email shortly.

Applications can be made online via our website: <https://wfsahq.org/get-involved/the-wfsa-global-mentoring-programme>

Do I get a certificate at the end?

Yes, you will be emailed a certificate upon completion of your Global Mentoring Programme Year and submitting your feedback via an online survey that our team will send to you at the end of your Programme.

For more information, write to us at: mentorship@wfsahq.org

