

How much time is required?

Executive Mentors commit to spending approximately 1.5-2 hours per month with a Mentee for a one year period. The Mentee will drive the scheduling of meetings and preparing of agendas for each meeting. Mentors are also required to complete a 1.5 hour in-depth interview and in-person program orientation.

What type of support will I receive from The Executive Roundtable?

On confirmation of a successful match, you will attend our 1 hour orientation session and receive the comprehensive *Cascade to Wisdom Field Guide* filled with tips on how to be a successful mentor.

Throughout your one year term, you will receive quarterly coaching check-in calls from your Executive Roundtable leadership coaches where you can discuss specific questions or concerns you may have. Our team can provide you with “just in time” tools to help add depth to your match. As well, you can attend our Forum events as either a speaker or a participant and connect with other community members.

Who are your Mentors?

Our Mentors have a proven and successful leadership track record typically at the C-Suite level and/or direct report to CEO level in a mid-market organization. In addition, they have demonstrated coaching and mentoring skills and have a desire to share their experiences. They typically draw on senior level, broad business experience and are willing to be candid and open about the specific leadership challenges they have faced, observed and dealt with. They are able to make a commitment to the one-year program.

How do you find Executive Mentors?

Individuals are typically identified by referral and recommendation or through our Program Advisory Committee, our Senior Advisory Council or some of our industry alliance partners. Some business leaders seek us out because they had Mentor in their own careers and feel it's now their turn to give back. Regardless, all Mentors are required to complete our application process, provide a reference and participate in a 1.5 hour in-person pre-matching interview.

Who are the Mentees and how are they selected for the program?

Mentees are typically nominated into The Executive Roundtable by their organization and have been identified as “high potential” or “top” leadership talent by their sponsors. They are usually upper mid-level, high-performing leaders with at least 4 years of progressive leadership experience. These individuals are self directed and committed to their career and professional development.

What are Mentees looking for from their Mentor?

Mentees are typically seeking advice on how to navigate through the leadership ranks. Discussion topics can range from improving strategic thinking, increasing professional impact, managing interpersonal relationships, executive decision-making and risk taking, and work/life issues. As an Executive Mentor, you will need to ask thoughtful questions, listen well, serve as a sounding board and most importantly, provide objective feedback. Mentees do not need their Mentor to manage them, dictate advice, assess their job performance or solve their business problems.

What happens after the one year program?

The Executive Roundtable provides members with lots of opportunities to stay involved and connected to the organization as part of our Alumni Network. Members of the network can participate in The Executive Roundtable events and other peer-based activities.

What might an individual expect to gain from participating as Mentor with The Executive Roundtable?

Mentors receive many benefits through their participation including: the ability to enhance their own leadership and coaching skills, broadened perspective, first hand exposure to the challenges faced by the next generation of leaders, the opportunity to network with peers in the business community and the satisfaction of “giving back” and being part of another person’s professional growth. In addition, many mentors comment that they learned “as much as their mentee” did through the process.

FOR MORE INFORMATION:

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