



## Board of Governors' Mentoring Program

All Board members are encouraged to welcome new governors and help transition them into their role as members of the Board of Governors. At the most general level, mentors help new governors become acquainted with other governors and help them understand the basic tools and operations of the Board.

A mentoring program provides new Board members with the opportunity to become comfortable early in their role as a governor through one-on-one contact/interaction with an experienced Board member. The overall goal of the program is to help new Board members understand how the Board works and what their overall role is in the good governance of the Mount.

### Process

The Mentoring Program is a joint initiative between the Human Resources and Governance (HRGC) and Nominating committees. While the program/process design and follow-up are the responsibility of HRGC, the mentor is matched with a new Board member through the Nominating Committee.

Based upon professional commonalities ascertained through the Nominating Committee, a current Board member is matched with a new governor and asked to act as a mentor, resource and advisor at the beginning of the new Member's first term on the Board. Participation in mentoring by governors is encouraged but voluntary. The process is as follows:

1. The Board Chair (or designate) contacts the potential mentor (and new Board member) to discuss the mentoring opportunity and desired outcomes of the program.
2. Once the mentor is matched with a new Board member, the Governance Secretary contacts the mentor and new Board member to connect the two, and provides both with a mentoring package\*\*.
3. The Board Chair (or designate) follows up with the mentor following the first three Board meetings to gauge progress.
4. The Board Chair (or designate) provides feedback to the Nominating Committee and HRGC on the status of and progress on mentoring activities; proposed changes to the program is also undertaken through the Board Chair (or designate)

\*\*Mentoring Package consists of:

- Copy of Mentoring Program
- List of Resources
- Suggestions for Mentors
- Suggestions for New Governors)
- Mentoring Checklist

Approved by the HRGC: September 19, 2016

Approved by the Board of Governors: September 29, 2016

Approved by the HRGC: September 17 2018

Approved by the Board of Governors: September 27, 2018

Approved by the HRGC: March 18, 2022

Approved by the Board of Governors: April 21, 2022