

# Mentorship Program

## Are you in need of a mentor?

Tourism Vancouver Island recognizes the importance and value of mentoring in order to contribute to the future leadership of the industry. To that end a Mentorship Program has been developed to match students and/or industry professionals with an appropriate member of the Tourism Vancouver Island team.

While there is a significant time investment required from all parties we believe that the benefits derived from the program will have long-lasting impact on not only the individuals but the industry as a whole!



### Program Benefits!

- Networking Opportunities
- Learning about or gaining advanced knowledge of the tourism structure
- Gaining professional development experience
- Developing a professional relationship with someone who:
  - Is a source of knowledge for projects, events, etc.
  - Can provide professional guidance (ie. Job searches, resume writing, interview preparation)
  - Is a role model within the industry
- Opportunity for long-term guidance
- Gain a VIU Exit Requirement

For more information or to register for the mentorship program please contact:  
[info@tourismvi.ca](mailto:info@tourismvi.ca) or 250-754-3500

## **Tourism Vancouver Island & Mentor Deliverables**

Tourism Vancouver Island and the Mentors will commit the following to each Mentor/Protégé term:

- Minimum commitment of three months with a minimum of a one-hour meeting (in-person and/or by phone/Skype) every two weeks
- The Mentor will invite the Protégé to at least one business meeting related to their area of expertise (i.e.: Marketing Committee meeting, Annual Conference Host Committee meeting, etc.)
- Establishment of goals (for both the Mentor and Protégé) for the term of the Mentorship at the beginning of the program
- An engaged and professional Mentor

## **Expectations of the Protégé**

It's critical to the success of the program that not only is the Mentor meeting the needs of the Protégé, but that the Protégé recognizes the value and opportunity of the program as well. Tourism Vancouver Island and the Mentor require the following of the Protégé:

- Engaged and professional
- Prepared to commit to the program for a minimum of three months with a minimum of a one-hour meeting (in-person and/or by phone/Skype) every two weeks
- Goals and objectives will be actively pursued
- A sincere interest in learning about the tourism industry and/or DMOs

## **Beginning the Program**

In order to find the right Mentor/Protégé match Tourism Vancouver Island will provide bios on each Mentor that is available detailing their educational background, work experience, role within the organization and areas of expertise.

Similarly, the potential Protégé will be required to provide the following detail:

- Résumé
- Program/year of study or organization you belong with
- Brief paragraph detailing why you're interested in a mentorship with Tourism Vancouver Island
- What do you hope to get out of the program?
- Who do you want to be your mentor and why?
- What do you bring to the partnership? What can we learn from you?

## **Matching Interview**

Once a potential relationship has been identified a two-way interview will be conducted to ensure a good fit between both the Mentor and Protégé. The Protégé may ask any questions he/she likes; Tourism Vancouver Island has identified the following questions (though additional or clarifying questions may be posed during the interview):

- What do you know about Tourism Vancouver Island?
- Highlight some of your past experiences that have shaped who you are and tell us how that relates to your interest the Mentorship Program.
- When you're out of school and entering the work force, what kind of culture are you looking for in an organization?
- What are your passions?