



Economic  
Developers'  
Council of  
Ontario (EDCO)  
Mentorship  
Program



Economic  
Developers  
Council  
of Ontario

Every mentoring relationship is different and there is no single formula for success. The EDCO Mentorship Program aims to facilitate relationships between two people in economic development where an individual with experience, knowledge, and/or connections can pass along what they have learned to another individual. The mentor will share best practices and leadership, while the mentee receives support to enhance their personal and professional development.

The following expectations are provided to help guide the mentorship relationship:

## Expectations of Mentees

- Dedicate to the 8-month timeline of the EDCO Mentorship Program
- Decide upon the frequency, duration, and format of your meetings (e.g. online, in-person)
- Maintain strict confidentiality when it comes to anything your mentor shares with you
- Be open to new ideas and broaden your skill base
- Value the mentor's time, expertise and experience
- Strive to develop a rapport with your mentor that gives you the confidence to initiate discussion on a variety of related topics and to seek clarity and suggestions from your mentor
- Share your goals for the mentoring relationship and develop a monthly discussion guideline with your mentor
- Complete an evaluation form to improve the EDCO Mentorship Program
- Complete a "give back" project that will benefit the EDCO community e.g. a blog post about your mentorship experience, assisting with an online EDCO event, working with your mentor at an economic development event

## Expectations of Mentors

- Dedicate to the 8-month timeline of the EDCO Mentorship Program
- Decide upon the frequency, duration, and format of your meetings (e.g. online, in-person)
- Maintain strict confidentiality when it comes to anything your mentee shares with you
- Encourage your mentee to try new approaches and broaden their skill base
- Share resources and be open to introduce your mentee to your networks
- Listen openly and respectfully to topics your mentee brings up during conversation
- Assist your mentee to identify and clarify their goals for the mentoring relationship and develop a monthly discussion guideline with your mentee
- Complete an evaluation form to improve the EDCO Mentorship Program
- Complete a "give back" project that will benefit the EDCO community e.g. a blog post about your mentorship experience, assisting with an online EDCO event, working with your mentor at an economic development event

*Please contact EDCO staff if you have any questions about the Mentorship Program.*