

# ELSE MENTORSHIP PROGRAM: MENTOR GUIDE

## OVERVIEW:

Thank you for your interest in becoming an ELSE Mentor. The purpose of this guide is to provide you with information and tools that can help you determine if mentoring is right for you and how to get the most out of a mentoring relationship.

## WHAT IS AN ELSE MENTOR?

An ELSE mentor is an experienced professional who volunteers to share their expertise with an ELSE mentee, in order to help their protégé develop skills and career goals within the solar and renewable energy industry.

## QUALIFICATIONS & EXPERIENCE:

To ensure that ELSE mentees are exposed to the most comprehensive solar experiences, we ask that ELSE mentors have several years experience working in the solar and renewable energy industry, preferably in a management, director, or other senior position. All applications are welcome; however, only those chosen to participate in this program will be invited to become mentors.

## WHAT MAKES A GOOD MENTOR?

A good mentor is an individual who possesses a variety of qualities and skills, such as:

- A desire to help others succeed
- A willingness to pass along information
- A desire to work with others
- A desire to learn
- Good listening and communication skills
- Good questioning skills
- Good people management and leadership skills
- A willingness to give and receive feedback
- Is self-confident and self-aware
- Is non-judgemental
- Is ethical
- Is honest and trustworthy
- Is patient and empathetic
- Has knowledge of the solar and renewable energy industry

## THE VALUE OF MENTORING:

**Industry trends:** When a significant portion of boomers retire over the coming years, there is a risk that the solar and renewable energy industry will lose those crucial “soft skills” that are hard to teach; people, leadership and decision-making skills. Through relationship-focused sessions, mentoring can serve as an effective way of transferring those skills to the emerging leaders of our industry.

**Attracting and retaining talent:** The solar and renewable energy industry is relatively new to Canada and operates within a unique set of parameters. Experienced industry professionals can spread the word about what makes this industry a great career opportunity for up-and-comers, as well as the varied career paths available.

**Enhance your skills:** Becoming an ELSE mentor enables you to connect with several ELSE mentees, each with a variety of backgrounds and experiences of their own, allowing you to strengthen your coaching and leadership skills.

## HOW TO REGISTER:

For now, please complete the mentorship signup form online at [www.elsecanada.ca/mentorship-program](http://www.elsecanada.ca/mentorship-program). Selected mentors may be asked to submit a short biography (approx. 200 words) with a photo to [else@cansia.ca](mailto:else@cansia.ca). If you have had any mentoring experience in the past, please be sure to include these details with your application. Please note that all ELSE mentor applications will be subject to board approval prior to being connected with an ELSE mentee.

## CONTACT US:

If you have any questions, email us at [else@cansia.ca](mailto:else@cansia.ca).



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