



MIDDLESEX LAW ASSOCIATION MENTOR PROGRAM

Purpose

The voluntary program matches lawyers who have practiced for less than 5 years or who are new to the London region with lawyers who have practiced for 10 or more years. The mentor will provide career advice and guidance to their mentee.

Program Objectives

The objective of the program is to pair younger members with more experienced lawyers who will offer advice and guidance on matters of professional development and practice management, such as work-life balance, career planning, networking and practice tips. The purpose is also to assist the mentee in building contacts with lawyers outside of his or her firm.

Matching of Mentors and Mentees

The executive of the Middlesex Law Association each year will assign four trustees to the Mentorship Committee. The Mentorship Committee will review the applications of the Mentors and Mentees and will use their discretion to match Mentors and Mentees.

Responsibilities of Mentors and Mentees

Mentors and Mentees will meet and/or speak on a regular basis to discuss such issues as practice management tips and general legal issues. Both the Mentor and Mentee are responsible for initiating their meetings and discussions.

Program Parameters

(a) Duration of Mentoring Relationship

It is expected that the Mentor relationship, once established, will last for one year. If mutually agreeable, the Mentor relationship may be extended beyond the initial year if it is working effectively for both parties. After the initial year, either party has the option of reapplying for a new Mentor or Mentee.

(b) Time Commitment

This will be left to the discretion of the Mentor or Mentee. However, both parties should be prepared to commit at least one hour per month to fostering the mentorship relationship.

(c) Confidentiality

All discussions throughout the Mentorship relationship shall remain confidential between the Mentor and Mentee unless both parties consent to disclosure or it is required by law.