

Mentorship and Sponsorship

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Mentorship Matters



Strong mentorship has been linked to:

- **Enhanced Research productivity**
- **Enhanced self-efficacy**
- **Higher career satisfaction**
- **Enhanced recruitment and retention of individuals from underrepresented groups**

Cho, 2011, Feldman 2010, Garman 2001, Palepu 1998, Ramana 2002, Sambunjak 2006, Sorkness 2017

What is mentoring?



“Is a reciprocal, dynamic relationship between mentor (or mentoring team) and mentee that promotes the satisfaction and/or development of both.”



Mentoring is comprehensive

- Mentoring is collaborative
- Mentoring is dynamic and longitudinal
 - Relationship changes over time where expectations must be consciously negotiated
- Both the mentee and mentor are “learners”
 - the mentee learning skills for productivity and career advancement
 - the mentor learning about the mentee to effectively nurture the growth
- Supports both the career and psychosocial development of mentee

Coach, Mentor, Sponsor



The **coach** improves
(talks to you)
Job performance



The **mentor** guides
(talks with you)
Career-oriented



The **sponsor** nominates
(talks about you)
Leadership-oriented

Mentee-Mentor Relationship

Closure

Cultivation

Alignment

Selection

Preparing self

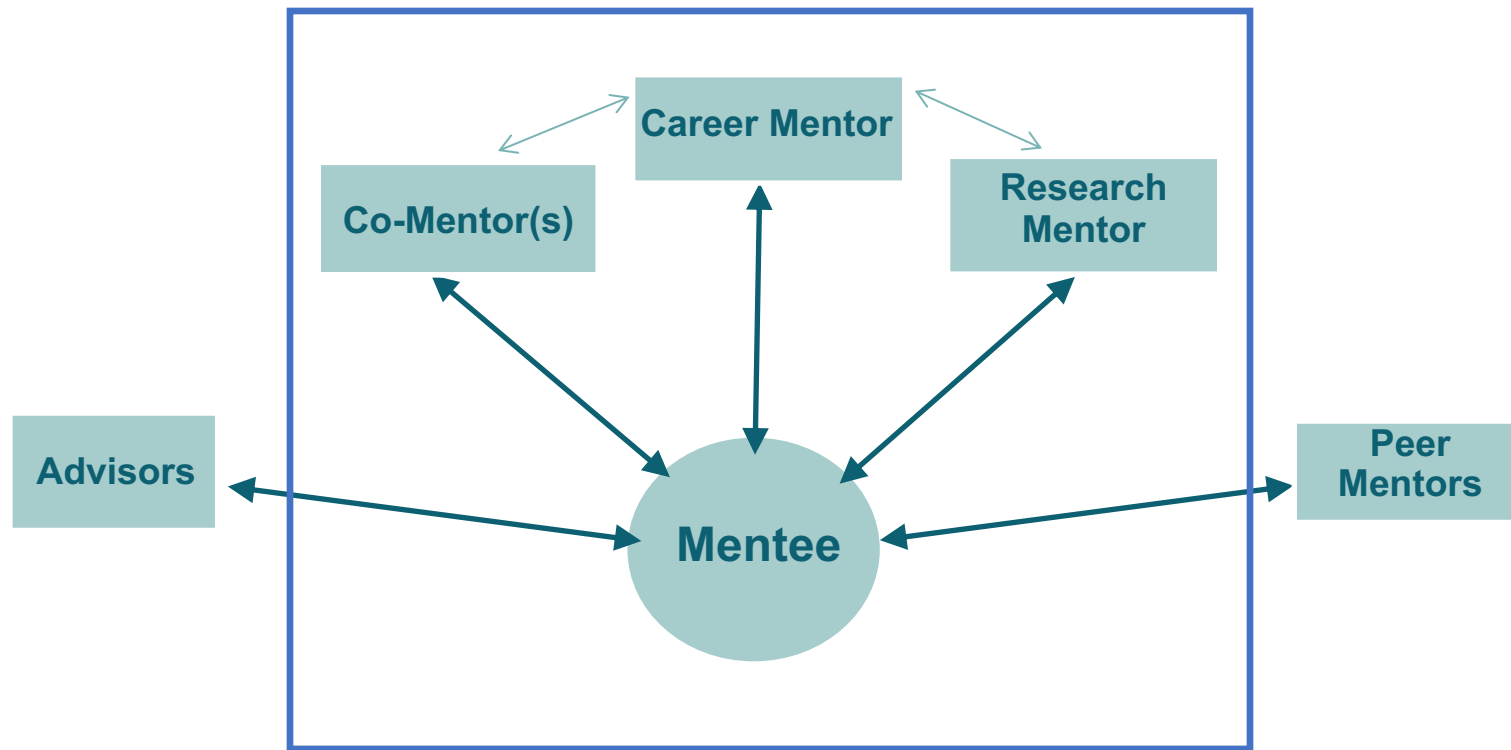


Cultivating the Mentor-Mentee Relationship

- **Mentee Manages Up**

- Means taking ownership of the relationship
- Express needs
- Set and agree on goals and expectations
- Be responsive and flexible
- Plan and set the meeting agenda
- Follow regular meeting schedule
- Ask about mentor's communications preference
- Ask questions
- Actively listen
- Follow through with tasks and commitments
- Ask for feedback

Mentoring Team



THANK
YOU

