



IPIC Mentorship Program 2023-2024

The IPIC Mentorship Program pairs IPIC members seeking mentoring with experienced practitioners to foster career development and facilitate integration into the IP community. The program aims to promote the transfer of experiential knowledge and to encourage mentees to acquire networking skills, develop competencies, as well as manage client relationships. Agents in training should not enter the program to train with a licensed agent.

Mentorship Agreement

The Mentee is expected to:

- Define their objectives in participating in the program.
- Communicate their expectations to the Mentor (the agent trainee should not expect training).
- Be respectful of the time commitment of the Mentor.
- Signal any issues affecting the Mentor-Mentee match with the program organizers.

The Mentor is expected to:

- Actively communicate with the Mentee on a frequency agreed to by the Mentor and Mentee.
- Share knowledge, information, resources, or tools relating to career development.
- Facilitate networking opportunities when possible.
- Provide practice management guidance, as needed.

Duration

The mentoring period is one year in duration.

Pairing Criteria

The Mentor and Mentee will be paired based on practice profile and/or identified needs. To achieve the best match possible, geographic location is not a primary determining factor.

Communications

At a minimum, the Mentor and Mentee will hold pre-scheduled monthly one-hour meetings, either in-person or by video.

Confidentiality

The Mentor and Mentee will respect each other's confidentiality.

Conflicts

In the event of a professional or personal conflict between the Mentor and Mentee, a new match can be requested.

Liability

The Mentor and Mentee will hold IPIC harmless for any claim arising out of the facilitation of the Mentor-Mentee relationship by IPIC.

Termination

If the Mentor or Mentee believe that the relationship is not beneficial, the mentoring relationship can be terminated at any time.