



MENTORING PROGRAMME

Donald S. Young

Director, Mentoring Programme

CONCEPT

The objective of the program is to improve the quality of laboratory services in developing countries. The expertise of well-respected experienced laboratory directors in developed countries is made available to up-and-coming laboratory directors in developing countries on a one-to-one basis via e-mail and/or Skype.

PROCESS

- ✓ All potential mentors and associates (the IFCC term for “mentees”) fill out background information forms
- ✓ Based on stated shared interests the programme director asks an appropriate mentor if he/she would agree to work with a specific associate
- ✓ On acceptance, he asks the associate if he/she would work with that specific mentor
- ✓ He asks both parties to start communicating with each other, but stresses the associate has the primary onus to initiate and maintain contact

Mentoring Programme

MENTOR AND ASSOCIATE FORMS TO ENROL IN THE PROGRAMME



IFCC MENTORING PROGRAMME
MENTOR BACKGROUND INFORMATION

Name of Mentor:	
Address:	
Telephone:	
Telefax:	
e-mail:	
Skype account:	
Preferred Language:	
Other Languages:	
Please insert here your photo	Career Background
Specific Interests:	



IFCC MENTORING PROGRAMME
ASSOCIATE BACKGROUND INFORMATION

Name of Associate:	
Address:	
Telephone:	
e-mail:	
Skype account (if available):	
Preferred Language:	
Other Languages:	
Please insert here your photo	Career Background:
Specific Interests:	

SCOPE

An associate should feel free to ask his/her mentor for advice on any topic related to:

- **Laboratory organization and management**
- **Accreditation**
- **Career development and advancement**
- **Laboratory utilization/ result interpretation**
- **Research and teaching**

The mentor is expected to provide an appropriate answer to any question or locate someone who can provide one

CURRENT STATUS OF PROGRAM

ACTIVE MENTORS (15) from:

Argentina, Australia, Ethiopia, Israel, Mexico, Netherlands, Sweden, United Kingdom, United States

7 others from Latin America pending

ACTIVE ASSOCIATES (27) from:

Barbados, China, El Salvador, Ethiopia, India, Kenya, Malawi, Nigeria, South Africa, Sudan, Zambia, Zimbabwe

4 others from Latin America pending

APPLICATION PROCEDURE

- ✓ Associate application forms may be obtained from Silvia Colli Lanzi in the IFCC office colli-lanzi@ifcc.org, to whom they should be returned together with a statement that the local national society supports the application
- ✓ Additional information about the programme may be obtained from Donald Young at donaldyo@mail.med.upenn.edu

A MENTOR'S SUPPORT AS REPORTED BY ASSOCIATE

- ✓ **Provided background material to help Associate prepare procedure manuals**
- ✓ **Provided guidance for accreditation**
- ✓ **Provided guidelines for preparing standard operating procedures**
- ✓ **Introduced Associate to activities of Mentor's national society**

MONITORING OF PROGRAM

- ✓ **Periodic follow up by programme director with individual mentors and associates**
- ✓ **Annual SurveyMonkey questionnaires oriented slightly differently but sent to all mentors and to all associates**
- ✓ **Director follows up with individuals when intervention seems appropriate**
- ✓ **Program director shares results with IFCC Education and Management Division**

CURRENT NEEDS FOR PROGRAMME

- ✓ Additional mentors, especially those with experience in paediatrics, mass spectrometry, microbiology and molecular testing
- ✓ Associates to more aggressively take advantage of the opportunities that the programme provides
- ✓ Additional associates

MY PERSONAL MENTEES

- ✓ **1.** Facilitated training for Associate in quality management in South Africa. On his return to his hospital he was appointed Quality Management Officer for the hospital
- ✓ **2.** Worked with him and Ministry of Health to lay groundwork for national quality assurance scheme
- ✓ **3.** With him, orchestrated his appointment as head of department and worked with him to gain accreditation for his laboratory
- ✓ **4.** Working with her to implement WHO-AFRO plan to obtain laboratory accreditation and to publish her first scientific paper

Mentoring Programme



IFCC MENTORING PROGRAMME MENTOR BACKGROUND INFORMATION

Name of Mentor:	
Address:	
Telephone:	
Telefax:	
e-mail:	
Skype account:	
Preferred Language:	
Other Languages:	
Please Insert here your photo	Career Background
Specific Interests:	

MENTOR
FORM TO
ENROLL IN
THE
PROGRAM
ME

Mentoring Programme



IFCC MENTORING PROGRAMME ASSOCIATE BACKGROUND INFORMATION

Name of Associate:	
Address:	
Telephone:	
e-mail	
Skype account (if available):	
Preferred Language:	
Other Languages:	
Please insert here your photo	Career Background:
Specific Interests:	

ASSOCIATE
FORM TO
ENROLL IN
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PROGRAM
ME

Mentoring Programme



IFCC MENTORING PROGRAMME MENTOR BACKGROUND INFORMATION

Name of Mentor:	
Address:	
Telephone:	
Telefax:	
e-mail:	
Skype account:	
Preferred Language:	
Other Languages:	
Please insert here your photo	Career Background:
Specific Interests:	



IFCC MENTORING PROGRAMME ASSOCIATE BACKGROUND INFORMATION

Name of Associate:	
Address:	
Telephone:	
e-mail:	
Skype account (if available):	
Preferred Language:	
Other Languages:	
Please insert here your photo	Career Background:
Specific Interests:	

Mentor and Associate Forms to enroll in the programme