

# ESOT Mentorship programme

The ESOT Mentorship programme aims to provide transplant professionals with the opportunity for close interaction and expert guidance at a key stage of their career. Mentoring is a powerful personal development tool to develop one's career, change direction if desired or necessary, and support work-life balance.

Below is an overview of the 2024 Mentorship programme, including key dates and activities both for mentor-mentee pairs and for the entire group.

## Programme timeline

Thursday, 11 January 2024	Workshop on effective mentoring (Ellen Boeren, Glasgow)
Monday, 15 January 2024	Kick off meeting and start of individual sessions
Mid-end February 2024	Preliminary progress review
Thursday, 21 March 2024	1 <sup>st</sup> professional development workshop
Mid-May 2024	Progress review
Thursday, 20 June 2024	2 <sup>nd</sup> professional development workshop
July-August 2024	Summer months: individual sessions depending on availability
10-12 October 2024	Networking event at ESOT International DCD Congress & Consensus in Bucharest, Romania
September-December 2024	Final individual sessions and final programme evaluation
Tuesday, 26 November 2024	Closing meeting with handover of certificate of completion for mentees and mentors

## Programme details

### Workshop on mentoring (for mentors) – Thursday, 11 January 2024, 18:00–19:00 CET

Ellen Boeren, Professor of Education at the University of Glasgow, will conduct a workshop on effective mentoring practices. The workshop is intended for mentors and prospective mentors and will be open to a limited number of participants from the community. [Register here](#).

### Kick off meeting – Monday, 15 January 2024, 18:00–19:00 CET

The goal of this meeting is to introduce all participants to the ESOT Mentorship programme and to the various activities and opportunities offered throughout the year. In addition, mentors and mentees will be informed on the programme requirements and will receive guidance on how to make the most of the programme. [Connect to the meeting](#).

### Individual mentor-mentee sessions

Sessions will start in January. Mentor and mentee pairs will be responsible for scheduling them on a regular basis (we recommend meeting once a month, but pairs are free to meet more often if they wish to do so).

#### ESOT Headquarters

Westerdoksdiik 423, 1013 BX Amsterdam, The Netherlands - E: [askme@esot.org](mailto:askme@esot.org) - W: <https://esot.org/> - T: +393482786092

**An important note:** a mentor or mentee can inform the Education Committee if, after their first meeting, either feels that the interaction is unlikely to work, and they will be assigned an alternative.

### **Preliminary progress review – February 2024**

The ESOT Team will contact participants to get feedback on their experience shortly after the beginning of the programme.

### **First professional development workshop: Career planning and leadership Thursday 21 March 2024, 12:00–13:00 CET**

Two professional development workshops will be offered in the course of the programme, with topics selected on the basis of the needs expressed by participants. The first workshop will focus on career planning and leadership.

### **Progress review – May 2024**

The ESOT Team will contact participants to get feedback on the effectiveness of the programme and their satisfaction.

### **Second professional development workshop: Setting up a multi-centre study Thursday 20 June 2024, 12:00–13:00 CEST**

Two professional development workshops will be offered in the course of the programme. Topics will be chosen on the basis of the needs expressed by participants.

### **Individual summer sessions – July-August 2024**

During the summer months, mentor and mentees may or may not meet depending on their plans and availability. We recommend agreeing on summer meetings, if any, in advance. Regular meetings should resume in September.

### **ESOT International DCD Congress & Consensus – Bucharest, Romania, 10-12 October 2024**

All mentors and mentees will get a free registration and will be invited to participate in a special networking event. More details to follow.

### **Individual sessions – September-December 2024**

The last mentor-mentee meetings will take place during this period of time, after which all will be asked to submit a final evaluation of the programme.

### **Closing session – Tuesday 26 November 2024, 12:00–13:00 CET**

The last meeting will be an opportunity for all mentors and mentees to reflect on and to share their experience throughout the year with the other participants. Mentors and mentees will receive certificates of completion.

## **Visiting the mentor's centre**

For the 2024 edition of the Mentorship programme, mentees will receive funding (up to 2,000 EUR) to visit to the mentor's centre. Visits must be agreed upon with the mentor at a time and for a duration that is convenient and appropriate for both the mentor and the mentee. Mentees can use the funds to cover travel and accommodation during the visit; details on the administrative process will be communicated separately.

## Programme requirements

All participants are required to participate in the programme activities outline above and to complete feedback during and at the end of the year so that ESOT can gauge the programme's success and make any necessary adjustments. This will be required to maintain the programme benefits and to receive the final certificate.

## Contact

Valentina Ricci, Head of Governance and Education – [valentina.ricci@esot.org](mailto:valentina.ricci@esot.org)

Laura Contessi, Education Manager – [laura.contessi@esot.org](mailto:laura.contessi@esot.org)