

IMPACT OF MENTORING AMONG FEMALE MEDICAL AND DENTAL DOCTORS: AN ANALYSIS OF THE 2ND COHORT OF THE MEDICAL WOMEN ASSOCIATION OF NIGERIA FORMAL MENTORSHIP PROGRAMME

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THE DOUBLING VALUE OF MENTORSHIP



Medical trainees with mentors are twice as likely to state they received excellent career preparation.



Physicians with mentors are twice as likely to obtain career growth compared to their counterparts without mentors.

CHALLENGES OF THE 'ETHICAL CHEAT CODE'

- Gender differences with peer to peer mentoring
- Limited access to informal mentors
- Less expression of positive impact in career trajectory from mentorship experience

THE WHAT..

- Medical women association of Nigeria organised a formal mentorship programme among medical, dental doctors for six months between March to September 2022

THE WHY..

- Our aim:
 - To bridge the identified differences present with informal mentorship process
 - To provide a platform for career development of young medical professionals through a supportive and organized framework.

THE HOW..



Recruitment and
selection



Training of mentors
and briefing of
mentees



Matching mentors and
mentees



Building mentorship
relationship



Programme evaluation

RECRUITMENT AND SELECTION: CRITERIA



Mentors

Over 15 years post graduate experience

Prior involvement in mentorship programme



Mentees

Less than 5 years post graduate experience

Willingness to participate in a mentorship programme

TRAINING OF MENTORS AND BRIEFING OF MENTEES



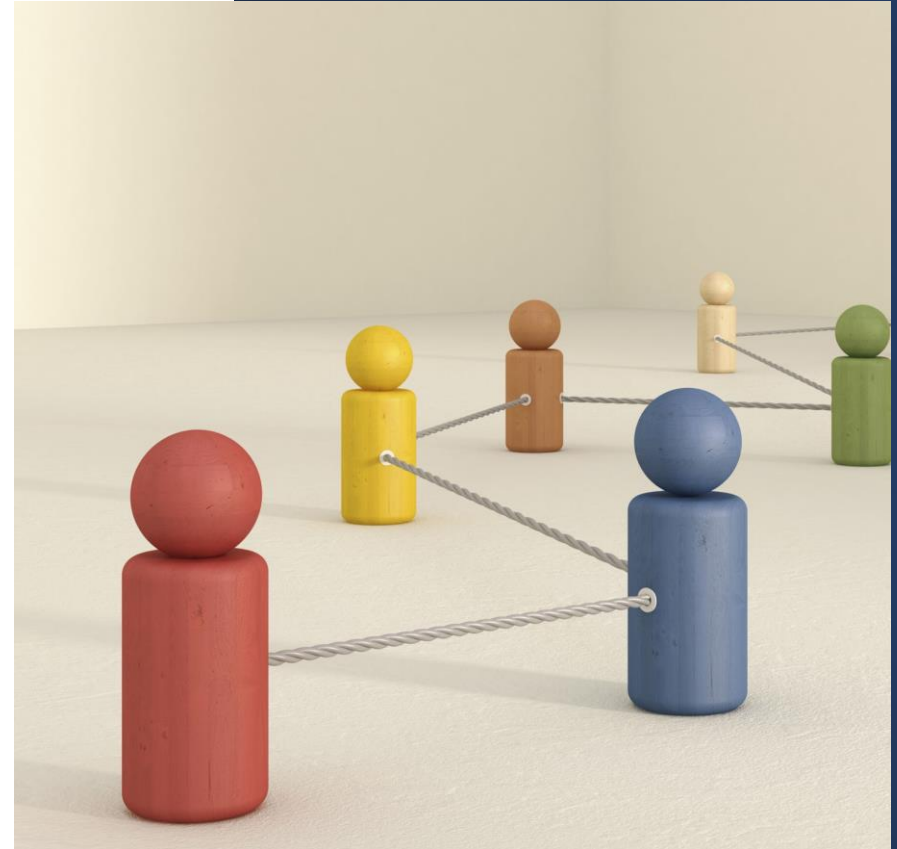
Physical and virtual seminars organized in collaboration with experienced mentors.



Drafting and distribution of mentorship handbook and guidelines

MATCHING OF MENTORS AND MENTEES

- Pairing of defined skills in mentors with areas of development in mentees.
 - Clinical, non-clinical, administrative, managerial roles
 - Personal interest
 - Modes of communication



PROGRAMME EVALUATION AND RESULTS



Successful matches



Retention rates



Active participation



Mentorship experience
via self-administered
questionnaire

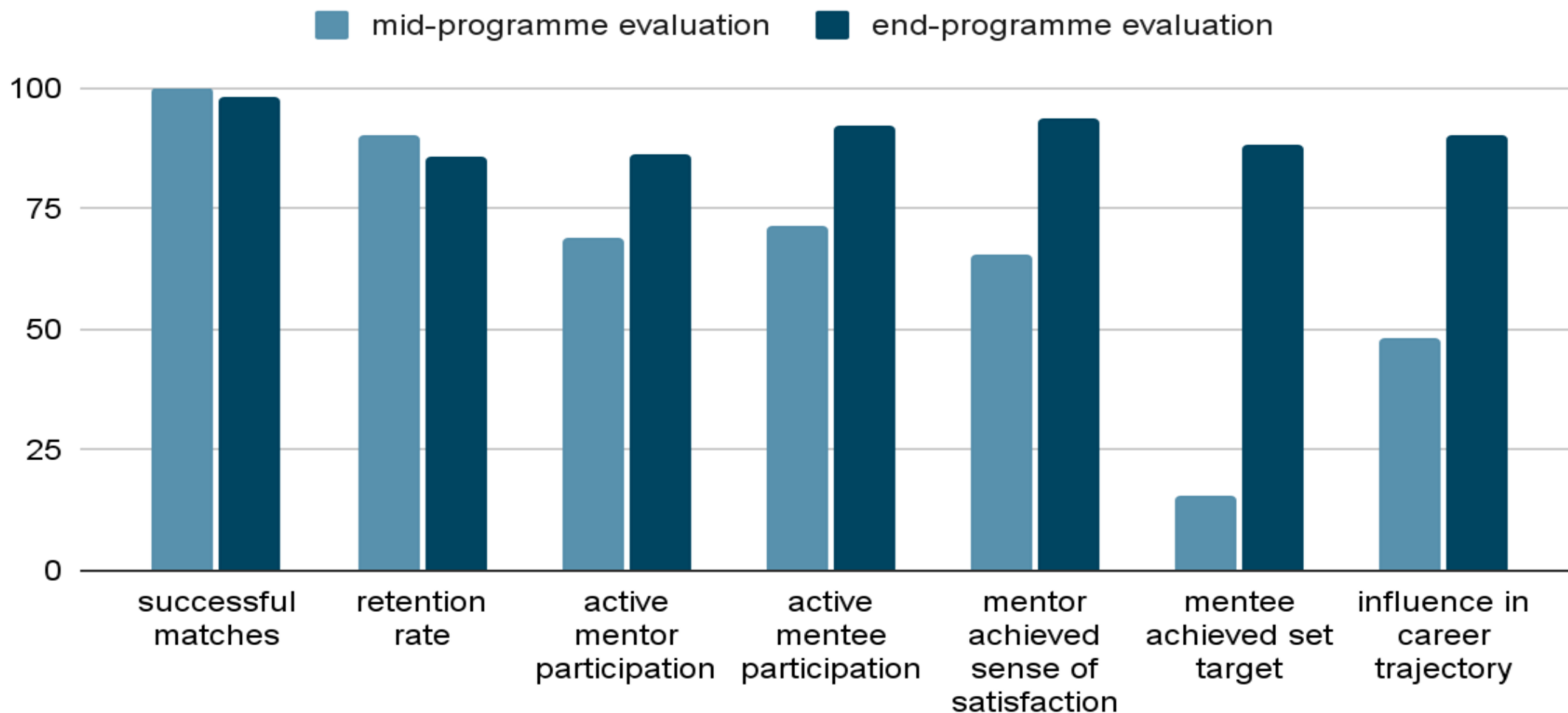


TOTAL NUMBER OF
MENTORS: 32



TOTAL NUMBER OF
MENTEES: 52

PROGRAMME EVALUATION

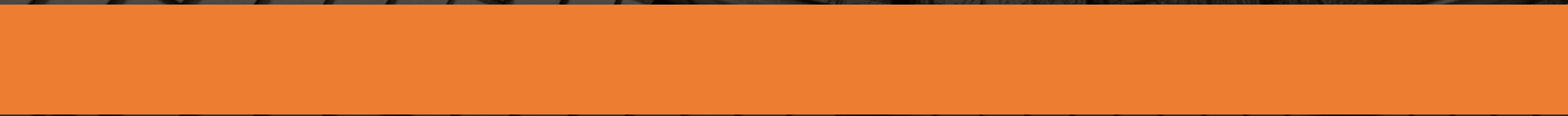


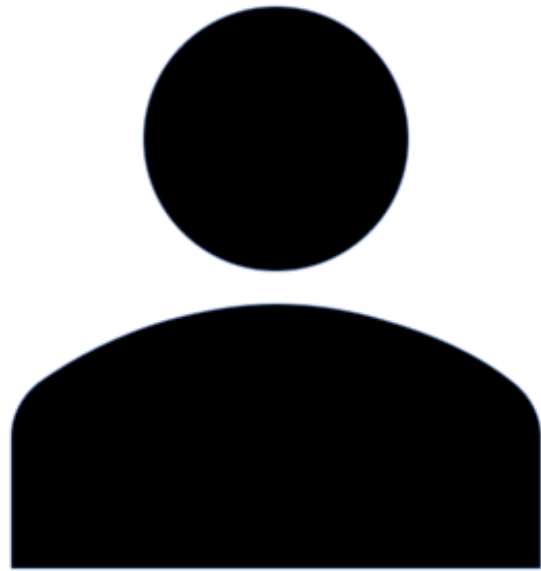
PROGRAMME EVALUATION

Programme evaluation	Successful matches	Retention rate	Active Mentor Participation	Active Mentee Participation	Achieved sense of satisfaction: Mentor	Achieved set targets: Mentee	Influence in career trajectory
Mid-programme	100%	90.4%	68.8%	71.5%	65.6%	15.4%	48.1%
End-programme	98%	85.8%	86.4%	92.2%	93.7%	88.5%	90.4%



INTERVENTIONS





MENTORSHIP PROGRAMME
REPRODUCIBILITY ACROSS
INSTITUTIONS AND THE ROLE
OF THE TECHNICAL OFFICER
IN THE DELIVERY