



**CAMPBELLFORD**  
MEMORIAL HOSPITAL

Board of Directors  
Policy Manual

Subject: **NEW DIRECTOR MENTORING PROGRAM**

Policy # 5-250

Approved by: Board of Directors

Issue Date: Sept 2005

Revised (R) / Reconfirmed (RC) Dates

July 2008 (rc); Nov 2012 (r); Mar 2019

## **POLICY**

Each new Director will be paired with an experienced Director who will act as a mentor to the new Director.

## **PURPOSE**

Mentoring will enhance the new Director's effectiveness by providing information supplemental to that provided in the formal orientation program and by facilitating introductions to other Directors, Senior Management and Physician leaders.

## **PROCEDURE**

The Board Chair and CEO will assign a mentor to a new Director after consultation with the new Director and prospective mentor, following the September Board meeting.

The mentor and new Director may want to communicate accordingly:

1. After orientation sessions for new Directors.
2. After Board and Committee meetings.
3. Sitting together during meetings.

The mentor and new Director may want to address the following:

1. New Director's questions regarding how the Board works, about individuals or about Board actions.
2. Any feedback regarding the new Director's conduct and Board expectations.
3. Goals and major areas of interest as a new Director.
4. New Director's satisfaction with the orientation as well as his/her ability to participate at Board and Committee meetings.