

CV-Well Mentoring Circles

Program Overview

Mentoring Circle Goals

The Mentoring Circle Program is a multifaceted networking opportunity designed to foster deep professional relationships and collaborative learning. It delivers on the CV-Well Mission and Values to develop and empower members to be leaders within CV-Well and the profession. Specific goals are to:

- Engage members and build community
- Enable professional growth through group and peer mentoring
- Foster the retention and development of future leaders

2026-27 Program Scope

- 6-8 mentoring circles
- Circle led by seasoned CV-Well leaders
- 5-7 mentees/circle
- Target participation 40-50 mentees



Timeline

- Applications due: March 30th, 2026
- Matching: April-May 2026
- Launch: June 2026
- Monthly Circle Meetings: July 2026 to May 2027
- All Circle Summit: November 2026
- Closing and Evaluation: May 2027

Role of Circle Leader (Mentor)

- Leaders who have an established reputation and sphere of influence will facilitate learning and growth. This is an opportunity to “give back.”
- Expectations
 - Coach, guide, and facilitate circle activities as needed
 - Ensure and prioritize regular meeting
 - Provide formal and informal input to Member Engagement Team to share learnings and capture ideas for future programming
- One year commitment
 - Monthly group engagements
 - Individual 1:1 coaching with each mentee (**optional, mentees take lead**)

Role of Circle Members (Mentees)

- Members of CV-Well from entry-level to mid-career will participate as active learners and peer mentors.
- Expectations
 - Prioritize and participate in regular monthly meetings
 - Plan 1-2 meetings (working in pairs is an option)
 - Encouraged to engage in 2-3 peer mentoring sessions with other Circle Members
 - **Option to initiate** 1:1 mentoring session with Circle Leader to explore your individual development goals
- One year commitment (monthly group engagements, plus individual meetings)

Mentoring Circle Best Practices

- Mentee led. Mentor supported.
- Ideate topics to explore during the year; prioritize and assign people to plan them. Often groups plan the first 6 months, then develop second half of the year
- Rotate meeting leadership amongst circle members
- Circle Leaders offer to have 1:1 meetings with each circle member (1x/yr)
- Circle Members engage in 1:1 meetings with each other (optional, 1x/yr/member)
- Blend fun and relationship building with professional and substantive topics of interest to the group

Thought Starters Ideas

- Discussion Topics
 - Current issue a member is struggling with
 - Transition to new manager
 - Gender and cultural differences in the workplace
 - How to influence effectively
 - Time management/personal organization systems
 - Read & discuss a business book over the course of several meetings
 - Work/Life balance challenges
 - Risk taking
 - Career planning and transitions
 - Giving and receiving feedback
 - Measuring program effectiveness
- Fun/Team Building Activities
 - “Tell us a story about when ... [insert prompt]”
 - Two Truths and a Lie
 - Volunteer event or adopt a cause
 - Virtual Coffee Break or Happy Hour
 - Whiteboard group collage