

1 **Q. Please provide details of NP's mentoring program and provide a copy of any policy**
2 **on this.**

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4 A. There is no formal written policy that describes Newfoundland Power's mentoring
5 program.

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7 Newfoundland Power's mentoring program establishes partnerships between "mentors"
8 who have specific experience and skills knowledge and "partners" who wish to learn
9 from that experience and build new skills to enhance their professional development.

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11 The program is designed to equip employees with the knowledge and tools necessary to
12 enhance job performance, and to support the development of skills necessary for future
13 career growth. The program involves participants at every organizational level, in both
14 union and managerial positions.

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16 Employees interested in participating in the mentoring program are asked to indicate
17 what they wish to gain from the program, and are provided the opportunity to identify
18 whom they perceive as an appropriate mentor, and why. In order to enable the
19 employee's supervisor to actively support development, consultation between the mentor
20 and the partner's supervisor is encouraged. Once the partnership has been established,
21 the mentor and partner meet at mutually convenient times over a period of several
22 months. Should the parties determine that the relationship should conclude, the partner
23 may choose to remain in the program by establishing a partnership with another mentor.

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25 The program is monitored by the Human Resources department, which coordinates the
26 matching of partners and mentors, and monitors the relationships to ensure that both
27 parties continue to benefit.

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30 ***Highlights of the Mentoring Program:***
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- 32 • At present, there are approximately 100 active partnerships involving approximately
33 50 mentors.
- 34 • Partnerships are not established between parties who have a formal organizational
35 reporting relationship.
- 36 • To support frank and meaningful dialogue, mentor/partner meetings and discussions
37 are treated as confidential.
- 38 • Mentoring relationships typically last between 12 and 18 months.
- 39 • All executives and managers are mentors in the program, as are interested
40 professionals at other organizational levels.
- 41 • Participation in the program is strictly voluntary.
- 42 • Partners and mentors may terminate their participation in the program at any time.