



ARAB SCHOOL  
OF UROLOGY



**ASU 360°  
MENTORSHIP  
PROGRAM**

# OVERVIEW



**360 Degree Mentorship Program is a developmental relationship.** It exists between a person of greater experience (mentor) and a person of lesser experience (mentee). It is characterized by mutual trust and respect.

**Our Mentor Program is designed to fill the gap in areas where expertise is desired and to develop networks between colleagues.** Improves performance, personal/professional development, career progression, and morale.

**Our mentoring process is to support participants in becoming more effective in their work environment.** The focus is on the mentee's learning needs and desired outcomes. Timely feedback and reflection through the asking of impactful questions are essential components in mentoring sessions.



## MENTORSHIP TOPICS MAY INCLUDE

All aspects of  
Urology  
Sub-Speciality

Professional  
Development  
focusing on skills &  
best clinical practice

Educational  
Development through  
regular updates in  
recent technology

Mentoring - The purpose of the mentoring process is to support participants in becoming more effective in their work environment.

# Benefits of a Mentorship Program

Immeasurable  
Transfer of  
Knowledge  
and Skills

Extended  
Networking  
and  
Collaboration  
Skills

Increased  
Organizational  
Commitment

Improved  
Retention

Succession  
Planning

Supporting  
the next  
generation of  
Urologists

# Mentee Benefits



Acquire additional skills, knowledge, and abilities



Strengthen confidence



Better informed career planning and improved career progression



Become a more effective team member



Improved networking / access to influential people

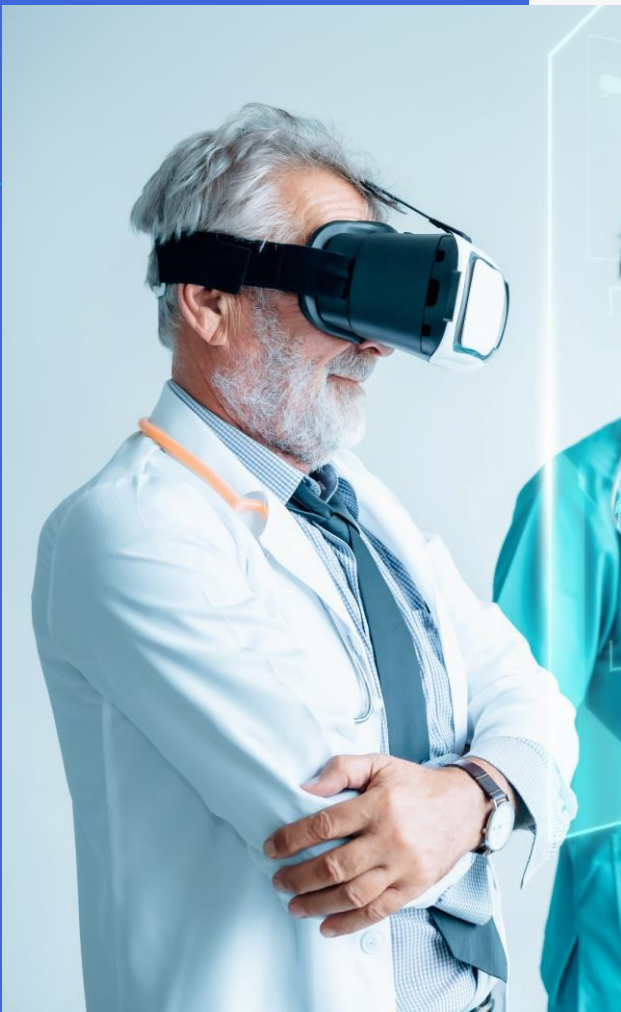


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# PROGRAM STRUCTURE

This program is divided into  
3 Phases to achieve  
the desired outcomes





## Phase 1

Duration:  
2 – 3  
Days

Venue:  
Authorized  
training  
centers (TBD)

### Content will include:

- Theoretical and basic knowledge of the topic
- Hands on training based on the content of different specialities
  - Dry lab
  - Simulators
  - Animal or cadaver activities
- Attending a live surgery by expert in that field



## Phase 2

Duration:

2  
Days

Venue:

Home Country  
of each  
attendee

- When the candidates goes back to their home country ASU will send an expert to assist him / her in the operating theatre for couple of cases.
- ASU Mentor will ensure to provide attendee basic surgical skills that would help them in initiating independent surgeries



## Phase 3

- The candidate should do few cases under supervision of local mentor assigned by ASU
- Cases to be recorded and submitted to the program director
- At the end of three phases the candidate will be get a program completion certificate from ASU

# Questions

## How do I Become a Mentor?

- To become a mentor, please send us your biodata, key areas of speciality and current country of residence – (Email ID of a person)

## How do I apply for the mentorship program?

- The attendee needs to be in the last years of the residency program
- Priority will be given to AAU Active Members
- We also are willing to welcome the first year fellowship students
- Age Limit: Below 35 Years
- Should submit the activity log book
- Selection will be based on merits and first come first serve basis

# Questions

## **What is the Time Commitment?**

- It is expected that the formal mentor-mentee relationship will last a minimum of 3 – 6 months

## **How is the Mentor Program Evaluated?**

- At the close of the mentoring process, both the mentor and the mentee individually complete a gap analysis test
- AAU will partially support the activity keeping in mind the world bank classification based on income group



Amazing people don't just happen, they are mentored!

Successful people never reach their goals alone!



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[www.mci-group.com](http://www.mci-group.com)



# THANK YOU

Arab Association Of Urology  
Arab School Of Urology  
[www.araburology.org](http://www.araburology.org)  
[www.arabschoolofurology.com](http://www.arabschoolofurology.com)



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