



Advanced
Practicing
Podiatrists
HIGH RISK FOOT GROUP

ADVANCED PRACTICING
PODIATRISTS –
HIGH RISK FOOT GROUP INC.

MENTORING GUIDE

2017

Welcome to the APP-HRF group Mentor Program

Introduction

This handbook has been prepared as a guide to assist you in your role as a mentor/mentee.

There is increasing recognition and opportunities for credentialing as an “advanced practicing” clinician specialising in the High Risk Foot. We appreciate that this requires significant experience, and is often a goal of privately practicing podiatrists and new graduates alike.

This mentoring guide is designed to guide and nurture those podiatrists demonstrating a commitment to developing their skills and knowledge in the management of patients with high-risk-foot conditions

There are many benefits to be gained by being a mentor: sharing your clinical experiences, developing your interpersonal and leadership skills and assisting yourself and others in career progression.

We thank you for your commitment to the APP-HRF group and to working with other podiatrists to advance the practice of podiatry in Australia.

Why a mentoring program?

The APP-HRF Group Inc. recognises the need for clinical leadership and support of podiatrists pursuing career development in this area.

The program will empower podiatrists to become more confident in evidence based practice and clinical skill.

Mentors and mentees will be matched based on skills, locality and experience, as well as the mentee's learning goals and focus.

Benefits to Mentees:

- Expert guidance and support in career development
- Becoming part of a network of likeminded health professionals
- More enriching and rewarding work experiences
- Increasing access to information and resources
- Increasing the opportunity to build confidence and networking skills
- Increased sense of belonging in a podiatry community
- Exposure to opportunities for research and similar activities

Benefits to Mentors:

- Develop leadership and communication skills
- Pass on knowledge and practical advice and experience
- Assisting in the progression of advanced podiatry practice in Australia

Key requirements of the mentor:

- To listen
- To share knowledge obtained from their experience, and wisdom from mistakes
- To be available at least once every 2 months in person or via phone/skype or email
- Be accessible to mentees.

Key requirements of the mentee:

- To initiate contact with their mentor
- To consider their learning goals and to address these with their mentor
- To use this as a learning opportunity

Goals of the APP-HRF Group Inc. Mentor Program

- Assist podiatrists with their career development in the area of high risk foot
- Enable mentees to have someone to contact with questions or problems relating to advanced podiatry practice – high risk foot.
- Increase podiatrist retention and performance through a supportive mentor network.
- To offer clinical support within the mentoring program. (This does not include assistance with exam preparation or assignment writing).
- Build networks.
- Liaise with the wider APP-HRF Group Inc. for support when necessary or desirable.
- Provide a framework for dissemination of important information via mentors to mentees.
- Ensure quality throughout the mentoring program through the use of central monitoring and questionnaires.
- Build the profile of APP-HRF Group Inc.
- Continually evaluate and review the mentor program based on structured feedback.

Record of contact

We encourage all interaction to be documented in a log (in general terms). This is helpful for both mentor and mentee to evaluate the relationship and contact

The mentoring relationship will end at the discretion of the mentor or mentee when objectives have been met at such time that is mutually determined.

Acknowledgement

This guide was first created by the founding committee of the APP-HRF Group and was edited by the 2016-17 committee in June 2017

Contacts / Website

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