



The WIN-India MENTORSHIP PROGRAM

Mentorship to facilitate clinical skills and research in nephrology:

Mentorship is a dynamic professional relationship between a mentor (an experienced and highly regarded, emphatic person) who guides a junior colleague, the mentee, in developing/reassessing ideas and learning towards personal and professional growth. Mentorship is governed by altruism, commitment to the process, common goals, expectations, focus, mutual trust and respect. It involves activities that allow for transfer of knowledge and skills between the mentor and mentee facilitating individual growth.

Objective: To foster expertise -building relationships in the domain of clinical/ Research in nephrology between experienced researchers (Mentor) and clinicians (Mentee) through WIN-India

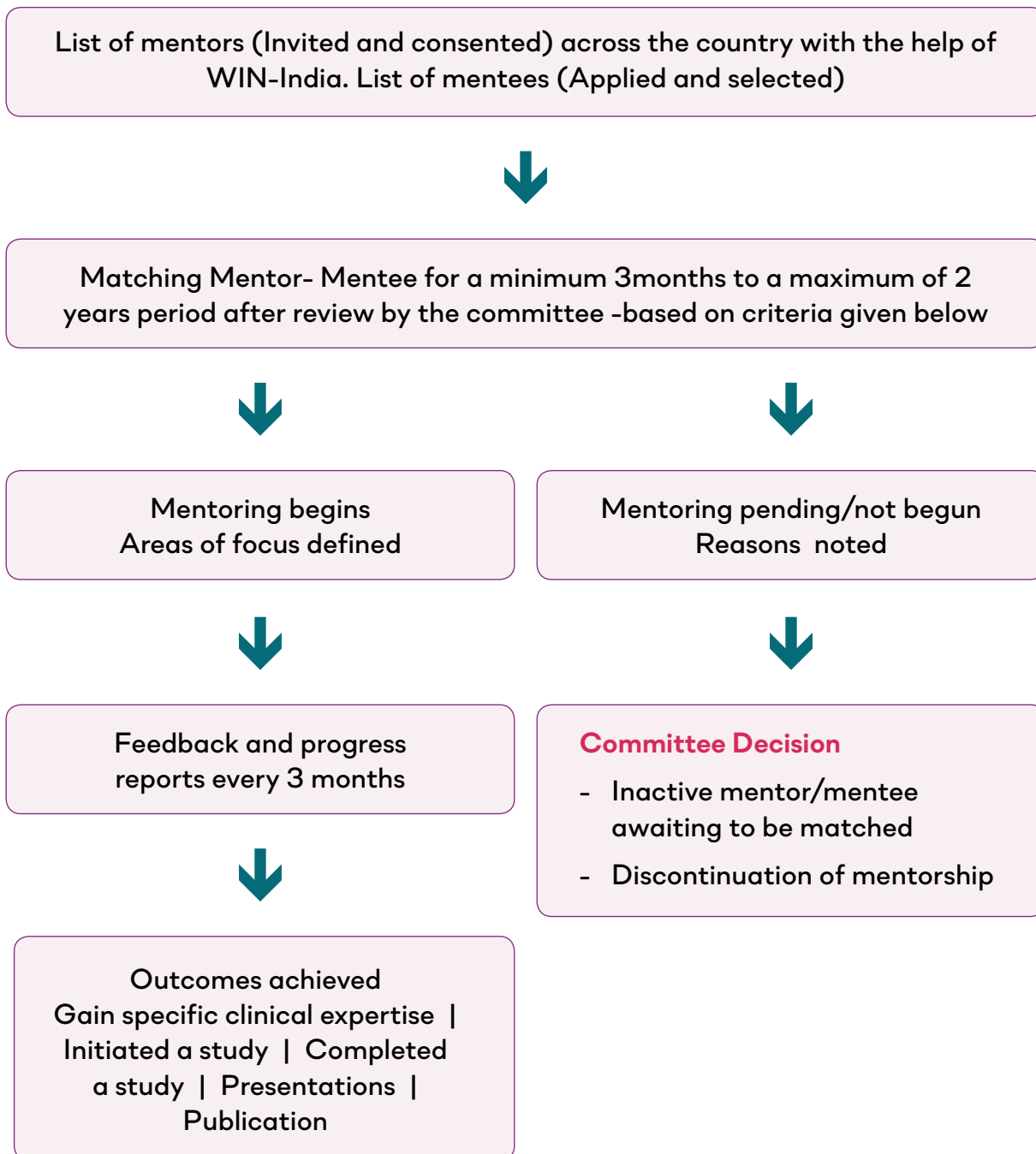
Domains of clinical/Research mentorship:

- Clinical skills specific to an area of focus
- Research methodology and study designing;
- Data management and search skills.
- Interpretation and analysis of results;
- manuscript writing and responding to reviewers and
- Preparation of grant applications.





THE PROCESS





Matching of the mentor- mentee pairs will be done under the following criteria-

Mentor

1. Faculty from academic Institutions.
2. Experienced with guiding/ mentoring for 5 years.
3. Committed to a maximum mentorship period of 2 years.
4. Committed to undertake online interactive sessions as per need of the mentee [individual preferences] and provide feedback to committee.

Mentee

1. Need to specify domains for guidance in specific areas of clinical expertise/ skills, designing studies, implementation of studies, scientific writing skills or statistical analysis support.
2. Should have completed master's degree in their field.
3. Age no bar.
4. Should have a clear action plan with timelines.
5. Should commit to abide by online/ in person interactions on a regular basis with the mentor and provide progress reports to committee.

Committee members will review each application for eligibility, after which they will aim to establish a suitable mentor-mentee pairing for the successful applicants, based upon the responses received in the forms. If no suitable match is readily available, the applicant will remain active in the program until the time that a match can be made with a suitable mentor.