

## MENTORSHIP PROGRAM

### PARAMETERS

The following is a list of subjects that have been identified as likely to be of interest to mentees:

- How to build a professional network / Business Development
- Professional issues
- Work/Family balance
- Develop and enhance interpersonal skills
- Develop and maintain harmonious work relations
- Career Development

**Legal resources:** Mentors will be able to assist mentees in finding answers and, to the best of their knowledge, guide them to the appropriate resources, whether at the Courthouse, at the Bar and its affiliates or on the Internet.

**Substantive law questions:** Mentees should be directed to the Bar of Montreal Referral Service ([reference@barreaudemontreal.qc.ca](mailto:reference@barreaudemontreal.qc.ca) or at 514 866-2490) or to the *Réseau-conseil* of the Barreau du Québec ([www.barreau.qc.ca/reseauconseil](http://www.barreau.qc.ca/reseauconseil)).

**Ethical matters:** If the mentor determines that the mentee is dealing with an ethical issue, the mentee should be warned and the practical aspects of ethical issues emphasized. It is also possible to refer the mentee to the INFO-DÉONTO line (514 954-3420).

**Various professional questions:** Mentees may bring up questions they would be embarrassed to ask a colleague or may simply not have had an opportunity to discuss with others. The role of the mentor can be very helpful to the mentee if this reality is kept in mind. However, it is also important to remember that facts mentioned by the mentee may disclose confidential information.

**Starting a firm and joining a partnership:** If the mentee starts up his own solo practice or creates a firm with other colleagues or is about to be named a partner; aspects that are obvious to the mentor may not be evident to the mentee. For example, it can be helpful to assist the mentee in choosing an office location and or to offer advice on ways to minimize fixed costs and develop a clientele. The mentor could also refer the mentee to the *Service de démarrage* of the Barreau du Québec at 514 954-3411 or [inspection.professionnelle@barreau.qc.ca](mailto:inspection.professionnelle@barreau.qc.ca). Likewise, the decision about whether to become a partner and the conditions related to the partner status may raise a number of questions.

**Reputation:** It may be a good idea to remind the mentee that all lawyers belong to the same profession and can make the lives of others (and themselves) pleasant or unpleasant, according to the behavior they adopt in dealing with their colleagues. The mentor can invite the mentee to consult the Guide of professional courtesy of the Bar of Montreal.