



CANADIAN ARAB
INSTITUTE | INSTITUT
CANADO-ARABE



ارشاد IRSHAD Mentoring Program

"Mentoring is a brain to pick, an ear to listen, and a push in the right direction." - John C. Crosby

Career
development

Cultural
resilience

Civic
engagement

IRSHAD is the Canadian Arab Institute program with the purpose of facilitating the exchange of knowledge of established Canadian Arab professionals in different industries with graduating, or recent graduate university students, as well as internationally trained young professionals who recently arrived to Canada.

The program aims at providing insight and opportunities to expand one's knowledge of career options, develop or improve upon work-related soft-skills for career launch and/or achieving confidence and meaningful career progression goals.

What is mentoring?

"Mentoring is to support and encourage people to manage their own learning in order that they may maximize their potential, develop their skills, improve their performance and become the person they want to be." Eric Parsloe, The Oxford School of Coaching & Mentoring

Mentoring is the pairing of two people- a mentor and a mentee- and is founded on the use of encouragement, constructive comments, openness, mutual trust, respect and a willingness to learn and share. It is a powerful personal development and confidence-building tool. It is also an effective way of helping people progress in their careers.

CAI's Irshad mentorship program is a 4-month mentoring commitment between the mentor and mentee. The program encompasses an Orientation session, career development workshops and networking sessions and finally, about 20 hours of face-to-face meetings (online &/or in person) between the mentor & mentee.

Why IRSHAD?

Many professionals have been exposed to some form of mentoring while in university or the workforce and are familiar of how mentoring works. The IRSHAD mentoring program works like other mentoring programs, however the mutual cultural background allows for a cohesive mentor/mentee relationship.



Benefits for the mentee

For mentees, mentoring provides an expansion of their knowledge, skills and confidence. They gain the opportunity to discuss their goals, concerns and challenges with a trusted advisor who will provide non-judgemental advice, constructive feedback, as well as ongoing support and encouragement. Finally, with the help of their mentor, mentees will be able to make connections with professionals in their field of interest.

Benefits for the mentor

For mentors, mentoring exposes the mentor to new ideas and opportunities to develop their own communication and leadership skills. Mentors will also be recognized for their grave personal efforts in the positive development of youth. Ultimately, as Canadian Arab professionals, mentors will be influencing the lives of young Canadian Arabs strengthening the future of the Canadian Arab community.



"A mentor is someone who sees more talent and ability within you, than you see in yourself, and helps bring it out of you." Bob Proctor

Expectations of the program

To participate in the program as a mentor you'll need to:

- You must be a Canadian Arab professional in any given field with 6+ years of experience
- Able to commit 16 to 20 hours within a period of 4 months
- Willing to share knowledge, skills and expertise
- Required to arrange for a non-Arab mentor within your network to provide 4 to 6 hours to your matched mentee
- Willing to inspire and capable of motivating others
- You are empathetic and value the opinion of others
- Able to attend a few workshops and networking sessions whenever possible
- Share CAI's vision for an empowered and engaged community in an inclusive and respectful society

To participate in the program as a mentee you'll need to:

- You must be a graduating or recent university graduate, a young professional (under 30 years) or a skilled professional newcomer
- You are required to commit 16 to 20 hours within a period of 4 months to complete the program
- You are required to attend program development and feedback workshops and able to attend networking sessions organized to enhance your mentoring experience
- You are coachable, curious and willing to step out of comfort zone

How to apply

For more information visit our website: <http://www.canadianarabinstitute.org/irshad>

Questions? email us at info@canadianarabinstitute.org

Or click on the buttons below to go to application links

[Mentee apply HERE](#)

[Mentor apply HERE](#)