**Early observations of the AAQHC mentoring program**

The AAQHC has used the definition of Bozeman & Feeney (2007)to introduce the newly established mentoring program:

*“ a process for the informal transmission of knowledge, social capital, and psychosocial support perceived by the recipient as relevant to work, career, or professional development; mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have a greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the mentee)”*

The program has been designed to benefit both the mentor (learning, chance to pay back, review and validate, energising, contribute to the success of the organisation, leaving the world a better place) and the mentee (learn new things about yourself, making more of your strengths, expanding your personal networks, career satisfaction).

**Distance is no barrier**

Initial introductions were facilitated by a mentee application and a one page summary of the mentor’s work experience. Emails made the nearly 1500 road kilometre distance between the participants irrelevant and were no cost as was the first face to face one hour skype session.

**The conversation**

The AAQHC have prepared comprehensive and useful information to guide the participants in the mentoring program and so this initial conversation was relaxed though with purpose.