

Mentor with less fear

with LAWPRO waiver of deductible

LAWPRO has long promoted the benefits of mentorship, which flow not only to the mentee, but also to the mentor. Lawyers who have access to experienced mentors benefit from practical advice and information without having to learn “by trial and error.”

While many Ontario lawyers give their time generously to more junior members of the bar, some may be deterred by the potential risk of liability for a claim relating to the work of a mentee.

Recognizing this, LAWPRO has special rules in place to address this concern as it may affect the LAWPRO primary professional liability program and to encourage mentoring relationships:

LAWPRO will waive any **deductible** and **claims levy surcharge** on any claim made against a lawyer mentor arising out of a mentoring relationship provided that:

- the mentor and mentee agreed to enter into a formal mentoring relationship, as evidenced by a written document of some kind;
- the mentor had no contact with the mentee’s client that would create a solicitor/client relationship; and
- the mentee understood that she/he was responsible for individually and independently satisfying her/himself of the soundness of any suggestions, recommendations or advice-like comments made by the mentor.

The written document evidencing the relationship does not have to be a formal signed mentoring agreement. It can be as simple as an exchange of e-mails acknowledging the relationship and the three terms listed above.

LAWPRO, through its practicePRO program, has created several resources to support mentoring relationships. Among these is our *Managing a Mentoring Relationship* booklet, which provides mentors and mentees practical advice and insights on how to make the most of a mentoring relationship. ■

Looking for mentorship tips? Here are some resources:

LAWPRO/practicePRO:

practicePRO’s *Managing a Mentoring Relationship* booklet is available online at practicepro.ca/mentoringbooklet. It offers valuable tips on topics such as mentor preparation, identifying goals, setting expectations, avoiding conflicts of interest, evaluating results, and drafting a mentoring agreement to guide how the relationship will work.

LAWPRO has also published articles about mentoring. To view the list and to download specific articles, visit practicepro.ca/topiclisting and locate the “Mentoring” topical category, or review the April 2002 issue of *LAWPRO Magazine* in the *LAWPRO Magazine* archives.

There are several other mentoring initiatives in Ontario offered by various organizations. They include:

- **Law Society of Upper Canada:** The Mentorship Program at the Law Society comprises three initiatives: an Equity and Diversity Mentorship Initiative, Articling Mentorship Initiative and a Practice Mentoring Initiative. For more details on these programs see the Lawyer Mentorship Program page on the Law Society website: rc.lsuc.on.ca/jsp/mentorship/index.jsp
- **The Ontario Bar Association** has a mentorship program that links young lawyers with experienced ones for guidance and practice tips to facilitate the young lawyers’ successful integration into the legal profession. For more details on this program see the Mentorship Program page on the OBA website: oba.org/en/mentorship/main_en/home_en.aspx
- **The Advocates’ Society** has a members-only mentorship program that consists of two initiatives, a “roster mentorship” that provides practical advice and a “shadowing” mentorship program that provides an experienced lawyer that will attend court and provide a critique. For more information on these programs see the Roster and Shadowing Mentorship page on the Advocates’ Society’s website: advocates.ca/new/membership/mentorship.html
- Several CPD providers offer “mentoring dinners” that usually consist of an opening presentation highlighting different scenarios or issues, followed by a small group discussion over dinner and then a summary discussion.