

# Launch a STEM Mentoring Program at Your Institution

Nurture the Next Generation  
of STEM Leaders





# Introduction.

Starting a STEM Mentoring Program at your institution might feel overwhelming, but that's where Adelois Consulting comes in. We're here to simplify the process and ensure no detail is overlooked, helping you design a mentoring program that aligns perfectly with your vision. Whether you prefer one-on-one mentoring or a group format, we can tailor the program to suit your needs.

A well-designed STEM Mentoring Program at your institution creates a powerful platform for STEM enthusiasts and leaders to develop both personally and professionally, fostering growth, innovation, and a stronger STEM community.

With our **SMART Approach** and **Five Phase timeline**, we ensure your mentorship program is thoroughly planned, executed, and evaluated for lasting impact. We bring a 100% dedicated approach to ensure your 100% success.

Let us help you bring this impactful initiative to life!

# Our Simplified Approach: **SMART**

We use the SMART framework to guide the creation of your STEM Mentoring Program, ensuring it's clear, effective, and tailored to your goals. We are your project managers.



## **Specific**

We listen to you. What exactly does your institution aim to achieve with this program?

## **Measurable**

How will you track and evaluate its impact?

## **Achievable**

What does success look like, and how can we make it attainable? It has to be a 100% success rate.

## **Relevant**

How does this program align with your institution's mission and values?

## **Time-Bound**

What is the ideal duration for the mentoring program to deliver meaningful outcomes?

With this approach, we'll work together to create a focused and impactful mentoring program that delivers a 100% measurable success.

# 5

## Our Five Phase Timeline

This timeline ensures the program is thoroughly planned, executed, and evaluated for lasting impact.



# 1

## Planning and Preparation (6 Weeks)

---

- Initial consultation to discuss goals, vision, and objectives (SMART framework).
- Carry out email surveys to determine the need from proposed participants.
- Identify target audience and determine program structure (one-on-one or group mentoring).
- Develop mentoring platform (if needed)
- Develop a program outline, including roles, topics, and session formats.
- Draft mentoring program materials, including mentor/mentee guides and templates.
- Set up mentors and mentees skills development training (1 Week)
- Design a program promotion strategy (e.g., flyers, email campaigns, social media posts).

# 2

## Recruitment and Selection (4 Weeks)

---

- Launch mentor and mentee recruitment efforts.
- Set up application processes and evaluation criteria.
- Screen applications and finalize mentor-mentee pairings.
- Host an introductory meeting or orientation for participants.

# 3

## Implementation

---

- Begin mentoring sessions based on the agreed schedule (weekly, bi-weekly, etc.).
- Provide ongoing support for mentors and mentees, addressing challenges as needed.
- Gather feedback during sessions to monitor progress and engagement.
- Conduct a mid-program review to assess outcomes and make adjustments if necessary.

# 4

## Program Wrap-Up and Evaluation (2 Weeks)

---

- Host a closing event to celebrate the participants' achievements.
- Administer feedback surveys to mentors and mentees.
- Analyze program outcomes against initial SMART goals.

# 5

## Post-Program Activities (2 Weeks)

---

- Create a detailed program report summarizing key findings and successes.
- Share success stories and testimonials to promote future programs.
- Plan the next cycle of the STEM Mentoring Program.

# Services & Pricing

At Adelois Consulting, we offer flexible service packages to help you successfully launch and manage a STEM Mentoring Program at your institution. Our pricing is designed to accommodate institutions of all sizes, ensuring a tailored approach that meets your unique goals and budget.

## Service Packages

### 1. Starter Package – CAD \$5,000

Perfect for institutions looking to establish a basic mentoring structure with essential guidance.

- Initial consultation to define program goals (SMART framework)
- Program structure and planning support
- Development of mentor and mentee application forms
- Program branding and promotional material templates
- One mentoring session outline
- Email support for 1 month after program launch

### 2. Professional Package – CAD \$8,000

Ideal for institutions seeking a comprehensive mentoring program with ongoing support.

- Everything in the Starter Package, plus:
- Recruitment and onboarding of mentors and mentees
- Customized mentorship modules and resources
- Guidance on tracking and evaluating program success
- Mid-program review and progress assessment
- Monthly check-ins and support for 3 months

# Services & Pricing

## Service Packages

### 3. Premium Package – CAD \$10,000

Best for institutions looking for a fully managed, hands-on mentoring program experience.

- Everything in the Professional Package, plus:
- Full program implementation and management support
- Weekly mentor-mentee engagement strategies
- Regular feedback collection and performance analysis
- Final program report with recommendations for improvement
- Continuous support for 6 months post-launch

### Additional Services (Available on Request):

- Custom mentorship module development – **CAD \$700** per module
- Program impact assessment and reporting – **CAD \$1000**
- Mentor/mentee training workshops – **CAD \$2,500**

Let us help you create a thriving mentoring community that empowers STEM enthusiasts and leaders. Contact us today to get started!





- 📷 [adeloisconsulting](#)
- 🌐 [www.adelois.com](http://www.adelois.com)
- ✉️ [info@adelois.com](mailto:info@adelois.com)
- ✉️ [adeloisconsulting@gmail.com](mailto:adeloisconsulting@gmail.com)
- 📍 Toronto, Ontario, Canada

Good job  
planning your  
STEM Career!