

ESGO Mentorship Programme 2026

Guidelines

These guidelines are designed to ensure a successful, respectful, and impactful experience for all participants in the ESGO Mentorship Programme 2026. They outline shared expectations, practical steps, and the guiding principles of the mentor-mentee relationship.

1. Initiating Contact

Once the mentor-mentee pairs are announced (by December 15, 2025), mentees are expected to take the initiative and contact their assigned mentor via email. The email should include:

- A brief self-introduction
- An overview of current professional status
- Suggested dates for the first meeting
- The ESGO office will be in CC
- The deadline to send this email is January 15th, 2026

2. First Meeting

The first official meeting will take place during the **ESGO Congress in Copenhagen (February 2026)**, ideally in person. This meeting should focus on:

- Getting to know each other
- Discussing the mentee's short-term and long-term career ambitions
- Reviewing the mentee's proposed SMART goals
- Agreeing on 2–4 priority goals for the programme
- Decide on the following meeting dates – to be shared with the office by the end of February 2026

If an in-person meeting is not possible, the first virtual meeting must take place in February 2026.

3. Setting SMART Goals

Mentees must prepare a preliminary list of goals before their first meeting, using the SMART framework:

- **Specific** – Clearly defined goals
- **Measurable** – Able to track progress
- **Achievable** – Realistic given time and resources
- **Relevant** – Aligned with career development
- **Time-bound** – Have a clear timeline

The finalised goals will serve as a roadmap for the mentorship and will be reflected in the progress reports. Mentees will share the list of goals with the ESGO office.

4. Meeting Frequency and Format

- Ideally, mentors and mentees are encouraged to meet **once per month if possible**, either virtually or in person.
- Meetings should cover the mentee's progress, challenges, and learning needs but ideally should not extend more than 60min.
- The language of communication must be **English**, or another language mutually agreed upon.
- **ESGO Mentorship Programme 2026 – Meeting Log** - This form is to be completed **by the mentee** after each mentorship meeting and shared with mentor and ESGO Office.
- **Mentees are responsible for setting up the online meetings** (via Zoom, Google Meet, or another platform).
- After scheduling, the mentee should **send a calendar invitation** to their mentor and also **confirm the meeting by email**.

5. Confidentiality

- All shared information within the mentorship relationship must remain confidential.
- Professional integrity, trust, and psychological safety are essential components of this programme.

6. Role Modelling and Support

Mentors are expected to:

- Serve as positive role models
- Offer academic, clinical, and career guidance
- Share relevant personal and professional experiences
- Encourage independent thinking and confidence

Mentees are expected to:

- Engage actively and professionally
- Take responsibility for their own development
- Respect their mentor's time, advice and personal space.
- Follow up on action points between meetings

7. Networking and Community

Participants are encouraged to attend the ESGO Annual Congress and participate in:

- A mentorship programme meet-up
- Broader ESGO networking sessions
- Additional peer discussion sessions (optional, virtual)

8. Feedback and Evaluation

- Mentees must submit a **midpoint report** in **August 2026** and a **final report** in **January 2027**.
- Both mentors and mentees will complete a **final evaluation survey**.
- The programme concludes at the **ESGO Congress in February 2027**, with results and impact analysis to be shared by **April 2027**.

9. Certificates and Acknowledgment

- All participants who fulfill the programme commitments (attendance, reporting, engagement) will receive an official **ESGO Certificate of Completion**.

10. Financial Responsibility

- All costs related to internet, software, travel, or congress attendance must be covered by the participants.

These guidelines aim to support a respectful, structured, and enriching mentorship journey. Thank you for your commitment to building excellence and leadership in the field of gynecologic oncology.