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The CUA exists to promote the highest standard of urologic care for Canadians and to advance the art and science of urology.



I recently read Bobby Orr's autobiography¹ and was struck by a point that he made several times: *the critical importance of mentors in his career*. Here was arguably the best hockey player ever to lace up skates, and he was saying that if it were not for the guiding influence of mentors at various stages of his development, he doesn't think he would have achieved some of the amazing feats that he is famous for accomplishing. If this man, with such outstanding natural talent and motivation, needed mentors to achieve his goals, then surely the rest of us have little chance of reaching our potential without such influence.

According to Patel and Puddester "mentoring is a developmental partnership through which one person imparts knowledge, skills, experience, and insights to foster the personal and professional growth of a colleague or subordinate."² By the way, Dr Derek Puddester, a dynamic and engaging thinker on the topic of physician well-being, is one of our confirmed speakers at the upcoming Annual Meeting in St. John's, Newfoundland. The definition of mentoring provided by Patel and Puddester should have a familiarity to it for any of us engaged in a formal teaching role, but it really has a much broader application beyond medical school and post-graduate training. I have often heard the comment from newly graduated colleagues that the first few years of practice were difficult due to situations that their training did not prepare them to manage. This is not a criticism of training programs, but rather simply an acknowledgement that it is impossible to ensure that every scenario is taught and learned during a 5-year residency. I cannot help but ask myself: where were the mentors for these individuals once they started practice? We should all see mentoring as an important career-long responsibility and asset, which becomes more valuable as we gain experience.

We should also be teaching mentoring skills to our medical students and residents, with the expectation that they will practice them throughout their career. We already know that mentoring occurs at every stage of training: "see one, do one, teach one" is an expression that we have all experienced in real life, but we do not often acknowledge the importance of this mentoring. If we demonstrate by our own actions that mentoring is a professional responsibility, everyone will be benefit, including our patients.

On an unrelated topic, I'd like to thank the 224 individuals who participated in our strategic planning member survey. This excellent response rate will provide us with solid data to inform the next step in the process, which will be a facilitated meeting of the Executive and other key members of the CUA later this month.

References

1. Orr, B. *My Story*. Penguin Books Canada Ltd; 2013.
2. Patel H, Puddester, D. *The Time Management Guide: A practical handbook for physicians by physicians*. Ottawa: Royal College of Physicians and Surgeons; 2012:152.