

## 2<sup>nd</sup> Edition of the 2026 Medical Mentoring Programme

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Collaboration proposal

Madrid, 28<sup>th</sup> of May of 2026

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## OPPORTUNITY OF THE MEDICAL MENTORING PROGRAMME

As a result of the discussions held over the last few weeks, an opportunity has been identified to continue the Medical Mentoring Programme aimed at a specific group within the medical community with which Fundación Jiménez Díaz collaborates in Spain.

The programme is designed for participants who voluntarily wish to exchange their experience, perspectives, and knowledge as mentors, while mentees seek support to address specific professional needs. The programme is supported by a technological platform, mentor training, a communication campaign, and a structured timeline with a defined beginning and end to mentoring relationships.

We define mentoring as the **commitment established between two or more individuals to share experiences, insights, and perspectives, thereby contributing to the personal and professional growth of the mentee.**

### How Does a Medical Mentoring Programme Benefit Fundación Jiménez Díaz?

Medical Mentoring, as a professional development tool for physicians and healthcare professionals, offers significant benefits to Fundación Jiménez Díaz as an institution:

- This project can be integrated into Fundación Jiménez Díaz's strategic plan to develop professionals who serve as role models for others. It strongly supports the organization's vision and objectives and enables the creation of a network of experts who can support and empower new professionals.
- It is an innovative initiative that goes beyond the sector's traditional activities and standard practices.
- A Medical Mentoring Programme promoted by Fundación Jiménez Díaz will help engage and retain high-potential medical professionals while fostering long-term relationships. It also promotes transparency and the transfer of knowledge and experience.
- This initiative strengthens and complements existing training and development efforts.

### What Are the Benefits of Creating a Mentoring Community?

Establishing a Medical Mentoring COMMUNITY provides important benefits because it:

- ✓ Enables the sharing and leveraging of organizational and collective knowledge.
- ✓ Promotes learning and diversity around the institution's brand.
- ✓ Creates a culture that encourages the sharing of information, skills, attitudes, and behaviours.
- ✓ Encourages leaders to serve as role models and mentors for future leaders.
- ✓ Accelerates talent identification, development, and retention processes within Fundación Jiménez Díaz.

- ✓ Increases professional satisfaction among mentors and mentees.
- ✓ Facilitates knowledge sharing and knowledge retention.
- ✓ Promotes ongoing learning and diversity.

### **What Do Participants Gain from a Medical Mentoring Programme?**

As a professional development tool for physicians and healthcare professionals, the programme offers the following opportunities:

- ✓ Improved performance and productivity.
- ✓ Enhanced capabilities through competency development and knowledge acquisition.
- ✓ Greater confidence and self-assurance.
- ✓ Expanded networking opportunities and valuable professional relationships.
- ✓ Faster and more effective achievement of goals compared to working alone.
- ✓ A broader and more strategic perspective for mentees.
- ✓ Better understanding of professional concerns and challenges.
- ✓ Enriched thinking and professional development.
- ✓ Improved interpersonal communication.
- ✓ Strengthened personal branding.
- ✓ Increased self-confidence, influence, leadership, and self-control.
- ✓ Easier adaptation to change and improved ability to address new challenges.

The content of this proposal is intended to formally support and develop the mentoring programme promoted by Fundación Jiménez Díaz.

We believe that the opportunity offered by Fundación Jiménez Díaz to healthcare professionals is highly valuable. It represents a strategy for professional support and advancement, while serving as an example of best practices and added value for the institution. In today's complex environment, mentoring is becoming increasingly relevant and beneficial.

Based on our extensive experience in creating mentoring networks across multiple sectors, we present this proposal with the conviction that we can successfully continue a programme of this nature, fostering professional relationships and promoting a culture of support and generosity among healthcare professionals.

## WHAT OBJECTIVES WILL THIS MENTORING PROGRAMME ACHIEVE?

Our participation will contribute to the following objectives:

Our participation will contribute to the following objectives:

- Provide structure, formality, and methodology for the implementation of a mentoring programme promoted by Fundación Jiménez Díaz.
- Equip all mentors with a common set of tools to ensure effective mentoring performance.
- Train mentors in their role and contribute to consistent success across the programme.
- Generate ideas and examples of "shared experiences" among participants and encourage cross-functional relationships.
- Increase motivation among programme participants.
- Support leadership development within the target group.

## WHO WILL PARTICIPATE IN THIS MENTORING PROGRAMME?

- Mentors:

Professionals who have a genuine desire to help others, are recognized for their leadership experience and knowledge, and have demonstrated the ability to share that expertise effectively. Participating mentors will have the experience necessary to address mentees' development needs. Mentors will be invited by Fundación Jiménez Díaz and the Spanish Mentoring Network.

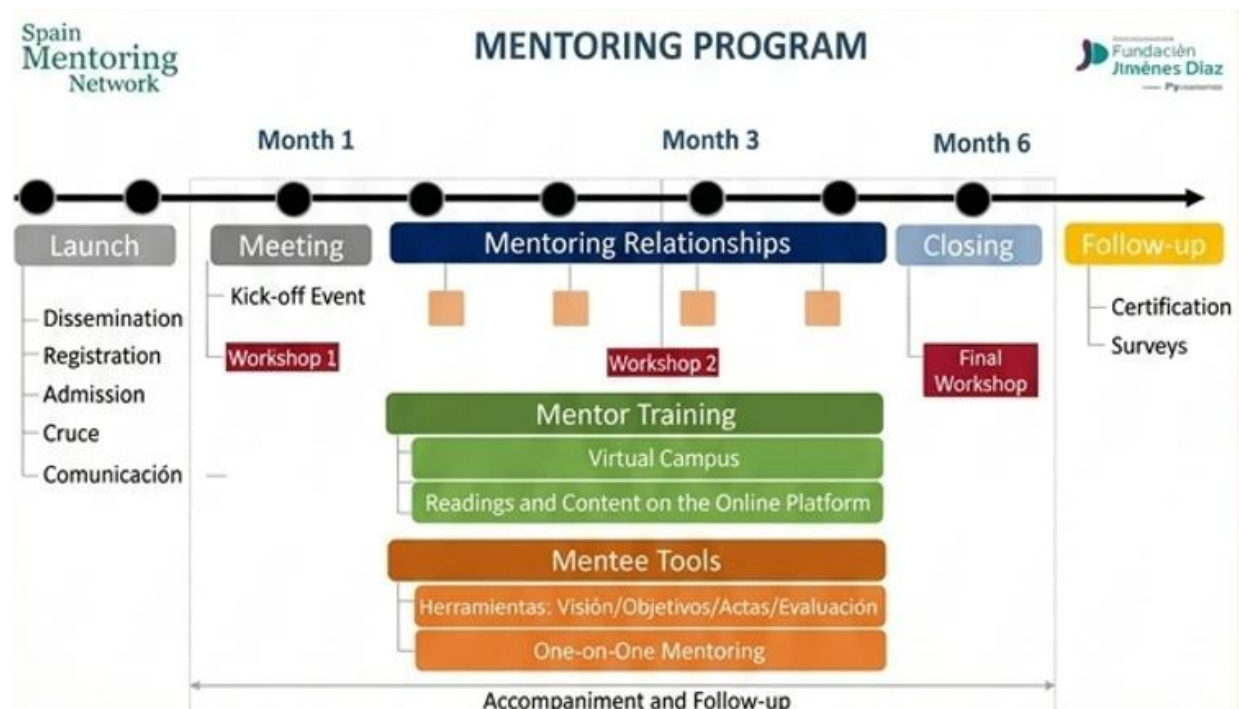
- Mentees:

Professionals selected by Fundación Jiménez Díaz who voluntarily enroll in the mentoring programme.

## WHAT ARE THE CHARACTERISTICS OF THIS SECOND EDITION OF THE PROGRAMME?

The programme will remain open throughout 2026 to incorporate participants, with the necessary period extending into 2027 to formally conclude mentoring relationships.

A structured roadmap will be established to guide participants through the process. We propose a mentoring "journey" with multiple milestones, during which mentors and mentees will receive continuous support through online events, communications, training videos, documentation, and forms.



- The duration of the mentoring process, that is, the period during which mentors and mentees will maintain active mentoring relationships from programme launch through closure and follow-up, will be six months.
- During this period, each mentee and mentor will hold a minimum of 4 to 6 mentoring meetings.
- The programme is based on the mutual willingness, commitment, and interest of both parties.
- Meetings between the mentoring pairs established within the programme will take place with a minimum monthly frequency.
- This proposal covers support for the management of the programme throughout the six-month project period, including participant communications, onboarding, training, and closure. Prior to the launch, support will also be provided for the preparation of programme communications and the awareness-raising webinar.
- Participants will receive support and training in their respective roles to facilitate a practical approach and ensure the quality and expected outcomes for both parties. This training will be delivered online through the virtual campus of the Spanish Mentoring Network.
- Each mentee will be assigned one mentor. Exceptionally, a mentor may manage a maximum of two simultaneous mentoring relationships during the programme period.
- By joining the programme, all participants agree to maintain the strict confidentiality of the mentoring relationship.
- A management unit will be established to oversee programme implementation and communications with participants.
- A participant support role, managed by the Spanish Mentoring Network, will be created to provide personalised assistance and serve as a point of contact for any questions, incidents, or situations that may arise throughout the programme.
- The MentorCloud online platform will be used to support the development and management of mentoring relationships.

## PROGRAMME APPROACH

The programme comprises four key processes, detailed below.

1. **Selection and onboarding process.**
2. **Matching process**
3. **Mentoring relationship process and its four phases.**
4. **Evaluation process.**

- Additional programme support elements

Throughout these processes, a virtual training programme will be delivered for both mentors and mentees. In addition, a range of guides, manuals, documents, and practical tools will be provided to support the effective implementation of the programme, enable mentors to perform their role successfully, and help mentees maximise the benefits and outcomes of their participation.

## ADDITIONAL PROGRAMME SUPPORT ELEMENTS.

- Training modules for mentees.
- One online meeting at the mid-point of the mentoring process.
- One online meeting at the conclusion of the programme.
- Possible implementation of online **roundtable sessions** to address common questions and concerns raised by mentors and mentees during the programme.
- Provision of a dedicated **email address** for participants to submit questions throughout the programme: [hola@mentoringspain.com](mailto:hola@mentoringspain.com).
- Distribution of all programme support **documentation** developed during the project, including templates, process documentation, ideas, techniques, and practical resources

## PROGRAMME APPROACH

The following activities, workshops, and training actions will be delivered as part of this project.

1. Promotional webinar/video to introduce and raise awareness of the mentoring programme.
2. **Mentor Training Programme** and Optional Certification: participants will be granted access to the virtual campus of the Spanish Mentoring Network to complete the mentor training pathway and, where applicable, obtain certification.
3. **Three online learning capsules** delivered throughout the programme, complemented by supporting training documents and video resources.
4. **Mid-programme online checkpoint.**
5. **Programme closure** and final online workshop, including: review of achievements, lessons learned, discussion of next steps, participant testimonials, final programme report.
6. **Programme management**, coordination, monitoring, and oversight, including **the provision of the methodology, tools, templates, and documentation.**

## VIRTUAL CAMPUS

The mentor training programme will be delivered through the virtual campus of the Spanish Mentoring Network. It consists of a series of learning units organised into three modules, enabling participants to gain a thorough understanding of mentoring, the mentoring process, and the eight core competencies required of an effective mentor.

The Virtual Campus is designed as an experiential learning environment, allowing participants not only to understand the methodology and mentoring process, but also to practise and develop the techniques, skills, and behaviours essential for successfully carrying out the mentor role.

The pedagogical approach is highly practical and interactive, combining explanatory video lessons, stories and real-life examples, scenes and film extracts for reflection and discussion, analysis of practical cases



Welcome screen for the programme, featuring the training structure and various resources, including training support materials, progress updates, news and contributions from programme leaders with motivating challenges. Possibility to download materials, take notes, and post comments by participants. Welcome video to the training programme presenting its objectives and explaining the different sections and resources available.

Menu containing the training programme content, through which participants will be able to progress by completing the different sections.

These training sections within the campus include:

- Explanatory videos
- Reading materials
- Stories
- Scenarios
- Questionnaires
- Challenge-based activities
- Practical field assignments to be completed and uploaded to the platform
- Infographics
- Articles
- Tools and guidance documents



## MENTOR CERTIFICATION

The mentor certification process is a continuous programme with a duration of six months and requires the completion of three stages:

1. Mentor training through the virtual campus and complementary workshops.
2. Online assessment of key concepts
3. Practical implementation of a mentoring relationship.

The Network monitors the development of each mentoring relationship. To facilitate this process, each mentor seeking certification must be assigned a mentee. The Network will support and monitor the mentoring practice by providing the necessary tools, guidance, and methodological support.

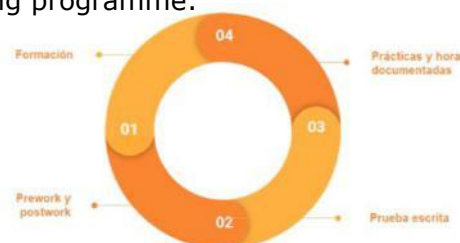
This threefold approach enables participants, should they wish to do so, to consolidate the knowledge and skills acquired throughout the programme and, upon successful completion, obtain recognition as a Certified Mentor. The certification combines the following elements:

1. 100% attendance and completion of the training programme.

2. Submission of the practical assignments corresponding to each module.

3. Evidence of having completed a full mentoring process in accordance with the Network's methodology.

4. Assessment of the mentor's suitability and programme performance by the Expert Committee of the Spanish Mentoring Network.



## PROFESSIONAL FEES

The financial proposal set out below is based on the approach, content, and scope described previously and is designed to support the implementation of a pilot programme that will allow us to validate the initiative and assess its potential for future growth and expansion.

The proposal considers the scope of work presented for a maximum of 30 mentors and 30 mentees.

As this is a second edition, our quotation includes a 25% discount compared with the price of the first edition:

- 1.- PROGRAMME MANAGEMENT, including programme organisation, monitoring, coordination, and closure, as well as the ongoing support and follow-up activities provided to mentors, mentees, and programme managers throughout the duration of the project.

2.- TRAINING SESSIONS AND ACCESS TO THE VIRTUAL CAMPUS. This includes the planned training workshops, access to the virtual campus for mentors, and the development of additional programme support resources. These services are covered within our professional fees

Our final fees, excluding VAT, include an additional 25% discount compared with the first edition and amount to €20,150 (twenty thousand one hundred and fifty euros). Payment of these fees shall be made by the Fundación Jiménez Díaz as follows: 50% of the total fee shall be payable at the start of the project, within a maximum period of fifteen days following the submission of an invoice in accordance with current regulations. The remaining 50% shall be payable at the midpoint of the programme.

#### **Additional conditions:**

- ✓ Travel and accommodation expenses incurred outside Madrid, where required for the delivery of programme activities or sessions, will be invoiced at actual cost upon presentation of supporting receipts and must be authorised in advance by the Fundación Jiménez Díaz.
- ✓ Payment terms: invoices shall be payable within 15 days from the invoice date by bank transfer.

## CONFIDENTIALITY

**The Spanish Mentoring Network** agrees and undertakes not to disclose, reveal, or otherwise disseminate, in whole or in part, any Confidential Information belonging to **FUNDACIÓN JIMÉNEZ DÍAZ** to any natural or legal person. It also undertakes to comply with the provisions of the applicable legislation governing the protection of personal data.

Confidential Information of **FUNDACIÓN JIMÉNEZ DÍAZ** includes all data, documents, commercial information, financial information, and any other information disclosed in connection with the project, whether in written, oral, electronic, or any other form, this list being illustrative rather than exhaustive:

- At the time it is disclosed by **FUNDACIÓN JIMÉNEZ DÍAZ**, is already in the public domain or generally known to the public.
- The Spanish Mentoring Network can demonstrate was already in its possession prior to its disclosure by **FUNDACIÓN JIMÉNEZ DÍAZ**.
- The Spanish Mentoring Network can demonstrate was legitimately received from a third party, without any obligation of confidentiality, after it had been disclosed by **FUNDACIÓN JIMÉNEZ DÍAZ**.

Except for any materials and methodologies contributed by us, and without prejudice to our unrestricted use of the knowledge and experience acquired while providing the consulting services, the copyright and intellectual property rights of any newly created reports shall belong to Fundación Jiménez Díaz. **The Spanish Mentoring Network** shall retain a copy of such reports, which may be reproduced and used internally within our organisation, provided that any confidential information belonging to Fundación Jiménez Díaz contained therein is duly protected and safeguarded.

All materials developed as part of this project will be delivered in digital format to participants and may be used exclusively for the purposes of this programme.

## PROJECT TEAM

The successful implementation of this project requires a joint working team comprising representatives from Fundación Jiménez Díaz and the Spanish Mentoring Network:

### On behalf of FUNDACIÓN JIMÉNEZ DÍAZ:

- Contacts and managers who join the Programme Management Unit with responsibility for communicating and monitoring the programme processes with potential participants.

### On behalf of the Spanish Mentoring Network:

- A co-director of the Management Unit.
  - Support for programme implementation.
  - Training and supervision of participants.
  - Mentor support role.
- One consultant experienced in this type of process, who will perform the following functions:
  - Support in the adaptation of training materials.
  - Mentor support role.

A project committee will be established to periodically monitor the project's results and progress. It will be composed of the team together with the Human Resources Department. Meetings will be held monthly, as appropriate.

## APPENDIX I: SOME OF OUR REFERENCES



## APPENDIX II: DIRECTOR OF THE PROGRAM



Julio Rodríguez Díaz. Madrid. Spain. Entrepreneur, author, and speaker. Holds a degree in Economics and Business Administration from the University of Oviedo. He began his career in London before joining Accenture, where he led numerous business and consulting projects in Spain and Latin America. He has delivered more than 15,000 hours of training, and over 3,000 participants have attended his courses.

He is currently CEO of the Spanish Mentoring Network. He is Director of the Mentor Accreditation Programme and responsible for the training of mentors and mentees in numerous organisations. He delivers seminars on mentoring methodologies and tools in Spain, the USA, and throughout Latin America. He is also the IESE Mentoring Alumni Manager.

He has published numerous articles and is the author or co-author of thirteen books, including works on business and short stories. He is a regular contributor to radio and television programmes in Spain. Together with Luis Vicente Muñoz on Capital Radio, he has hosted the programmes *Mentoring para emprendedores* (7 seasons) and *Big Data, el petróleo del Siglo XXI* (5 seasons). One of his books, *Mentoring para emprendedores. Guía práctica*, has achieved more than 12,000 downloads over the last ten years.

Books written by Julio Rodríguez as author and co-author:

