

MOZAIC Program Framework

Registration

1. The MOZAIC program is structured in series of 4-6 weeks each.
2. The MOZAIC program offers you mentorship sessions and guided reflection meetings in pairs.
3. As a reciprocal mentorship program, to be a mentor in the program, it is necessary to participate simultaneously as both a mentor and a mentee or reflection partner.
4. You can register for mentorship or reflection in pairs throughout the program (January - November 2025) until the start of the final series.

For Mentorship

1. After registering on the platform, at the start of the next series, you will receive the contact details of your mentorship pair.
2. As a mentee, you will be assigned a mentor, depending on the availability of mentors registered in the program.
3. As a mentor, you will receive up to 3 mentees, according to the preferences expressed at registration.
4. Each mentor-mentee pair is invited to meet at least once during one series (4-6 weeks).
5. At the end of each series, you will receive a feedback form via email where you will provide feedback on the mentorship pair and indicate whether you want to continue with the same person.
6. After the feedback processing period, a **reallocation** of mentor-mentee pairs will be done for those who wish to change.
7. A mentorship pair continues if **both participants** (mentor and mentee) have expressed the desire to **continue working together**.
8. Each mentor is committing to attending at least one group supervision session from the MOZAIC program.
9. Each mentee is committing to attending at least one group reflection session from the MOZAIC program.

For Reflection in Pairs

1. After registering on the platform, at the start of the next series, you will receive the contact details of your reflection pair.
2. For each series, a reflection theme relevant for continuous professional development will be provided.

3. Each reflection pair is invited to meet at least once during one series.
4. At the end of each series, each participant will receive a feedback form via email where they will provide feedback on the reflection pair and indicate if they wish to remain active in the reflection program, considering rule 3 from the registration.
5. The feedback form will be sent and must be completed at the end of each series.
6. Members of the reflection pairs will each receive **a new pair for each series**.
7. All those participating in the reflection in pairs are committed to attending at least one group reflection session from the MOZAIC program.

Feedback and Profile Update

1. The feedback form is completed at the end of each series by both mentorship and reflection in pairs participants.
2. Only by providing feedback for the current series will you be able to participate in the next one. You can continue in the next series even if no meeting took place, as long as you specify the reasons in the feedback form.
3. You can update your profile at any time, and changes will be considered for the next series.

The MOZAIC program offers you the opportunity to develop your mentoring skills, expand your expertise, and connect with colleagues from the EMCC community. Participation in the MOZAIC program is not an opportunity to promote or sell products or services, regardless of their category.

For any questions, challenges, and suggestions regarding the program (mentorship or reflection in pairs), send an email to emccro.mentoring@odyssey.today and we will respond as soon as possible.

Data Processing

1. Upon registering on the platform, you will provide real and complete information about yourself.
2. Personal information will only be used within the program's platform and by the platform managers for creating mentor-mentee and reflection partner relationships. Information such as name, email address, city, skills, and shared hobbies will only be visible to the partner after the matching process.
3. Your data can be removed from the platform at your request.
4. After the data is removed, you will no longer be able to use the platform unless you restart the registration process.