

**CREATION OF THE MENTORING PROGRAM OF PCC.I**

The 40 Meeting of Permanent Consultative Committee I: Telecommunications/Information and Communication Technologies (PCC.I),

**DECIDES:**

1. To create the mentoring program for PCC.I to ensure the continuity of CITEL procedures in accordance with their statutes and regulations, as well as the preparation of the newcomer's delegates in the scope and work of CITEL and at the regional and international levels for World Assemblies and Conferences, with emphasis on female participation in this program.

2. To start this program gradually through the cycle of virtual seminars planned by CITEL Secretariat, while this program is fully implemented and launched at the 42 Meeting of PCC.I, with the following structure divided into three phases:

**I. Development:**

Target groups of both mentors and protégés in the mentoring program, are selected  
Responsibilities, with clear accountability, of both mentors and protégés are assigned  
Assessment criteria for program success are defined

**II. Implementation:**

Mentoring is defined  
Expectations and objectives of the program are defined

**III. Evaluation:**

The usefulness of the program in the organization's planning (i.e. are protégés ready to take on leadership roles) is assessed

3. To appoint the Dr. Kim Mallalieu of the administration of Trinidad and Tobago (coordinator) and Ms. Mavis Johnson (co-coordinator) to coordinate this program with the support and coordination of CITEL Secretariat.

4. To instruct the Coordinator of the Mentoring Program to remit a report to each PCC.I as well as immediately after each World Assembly or Conference, on the results of this program.

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<sup>1</sup> CCP.I-TIC/doc. 5185/22 rev. 3