

Table 2*Program Milestones and Objectives*

MILESTONE	OBJECTIVE	TIMING
Prepare for program	Establish the organizing committee, secure program sponsor(s), and define the program framework, duration and scale.	6 to 12 months prior to program start
Advisor recruitment and onboarding session	Organizing committee recruits advisors, and communicates roles and expectations during an onboarding session.	3 to 6 months prior to program start
Trainee pre-program information session*	Recruit trainees by introducing the advisors and disciplines, conveying the benefits and structure of the program, and helping trainees focus their objectives.	1.5 months prior to program start
Trainee application deadline and selection	Organizing committee screens applications, assembles trainee teams and matches them with advisors.	1 month prior to program start
Launch event*	Organizing committee communicates program structure, timeline, and roles and responsibilities to all participants. Trainee teams and advisors meet for the first time.	Program start
Engagement meetings*	<p>Meeting 1. Teams introduce their topic, learning objectives, and project plan.</p> <p>Meeting 2. Teams present progress and challenges, and seek advice.</p> <p>Meeting 3. Teams summarize their findings and insights, and discuss opportunities for refinement. At each meeting, advisors provide feedback on project scope, relevance, progress, information sources, and quality of the deliverables.</p>	Monthly, throughout the program
Showcase event*	Trainees present project outcomes and key learnings to peers, advisors, and other invited professionals. A Question and Answer session is included.	Last day of the program

*Networking sessions can be added to events for trainees to engage with advisors and for advisors to scout talent.