

Getting mentoring programs off the ground

In history mentoring has led to a large number of scientific successful researchers. By its nature, it is an integral part of the academic education and over the last years mentoring programs have gained more and more popularity. To enable mentoring programs to bloom it is useful to prepare both parties with short kick-off workshops. For the mentors the workshop helps to structure the process, to raise awareness on up-coming issues, and learn about tools to set-up a helpful conversation. Mentees profit from kick-off workshops by reflecting their expectations and by defining precise and purposeful career questions.

Kick-off for the mentors

When getting involved as a mentor it is worthwhile to reflect on the content, the process, and the handling of the mentor-mentee relationship. The one and a half day workshop is designed to clarify elements like self-understanding of the role as mentor, the limits people face when taking the responsibility for a mentee, the anticipation of possible issues with a mentee, as well as practicing productive mentor-mentee meetings.

Objectives:

- Participants reflect a their understanding of the mentor role
- Participants define areas where they can support people
- Participants structure the mentoring process
- Participants learn to guide and support mentees using different coaching tools

Kick-off for the mentees

Often the expectation of mentees towards a mentor is very vague. The half day workshop is designed to help the mentees in evaluating the classical academic education process and reflecting on given expectations and their own actual status. A look beyond the obvious in academic careers helps the mentee to identify personal career questions and to clarify the questions and issues they can discuss with the mentor.

Objectives:

- Participants reflect on criteria for a successful academic career
- Participants define areas where they need support from the mentee
- Participants define their commitment to their mentor – mentee relationship

Course methods:

- Theoretical inputs to the various topics, and group, pair, and individual exercises

Professional Background:

- Trainer and coach for industrial partners, university clients, and individuals/ Coach / andragogy / profiler with various certificates
- Head of Shared Service Center as Expert and Manager / Leadership Training
- Head Hunter for academic professional / Bachelor of Business Administration
- Postdoctoral Fellow at the University Zurich and the ETH Zurich / Didactic studies
- Plant Scientist at the Salk Institute in San Diego / PhD