Mentoring awareness session
Creating a Culture of Growth

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www.uis.cam.ac.uk
Why mentoring works – Richard Hey

[Video link]
https://sms.cam.ac.uk/media/2722280#
Purpose of Mentoring scheme

Vision:

Provide the IT services that enable the University to improve the student experience, deliver better research, and make its operations more efficient.

• Learning and development

• Skills enhancement

• Improve leadership potential

• Share good/common practices
What is Mentoring?

Mentoring is about building a two-way learning relationship, a culture of growth in order to support and encourage people to manage their own development, and become the person they want to be.
What can you gain from Mentoring?

Matt Hinton mentee feedback [https://sms.cam.ac.uk/media/2933320](https://sms.cam.ac.uk/media/2933320)

- Personal satisfaction
- Leadership capability
- New perspective
- Recognition

- Advice and guidance
- Career development
- Improve confidence
- Sounding board

- Frees up time for other management/strategic responsibility
- Employee gets 1:1 attention
- Improved engagement

Power of collaboration
General Guidelines for Mentoring

1. Mentors should not be in the mentee’s immediate discipline or have any line management responsibility

2. The mentoring relationship should be mentee-driven

3. It should last 6 months but you may continue for longer

4. It should be monitored regularly

5. Each party takes equal responsibility

6. It’s open to anyone within the UIS, IT Community including Colleges and Departments
What do effective mentors do?

• Listen and explore
• Ask questions (rather than telling)
• Spot patterns (what works and what doesn’t)
• Support SMART goal setting
• Building problem solving skills and resilience
• Building rapport
• Encourage and enthuse

“Let’s try it once without the parachute.”
What do effective mentees do?

- Have a clear objectives(s)
- Make first contact and proactively drive the relationship
- Talk it through and explore ideas
- Be prepared to reflect and think
- Offer feedback including what worked and what didn’t and why
- Keep in touch and arrange follow up meetings

Anna Nerukh’s mentee feedback: https://sms.cam.ac.uk/media/2933657
Focus of the Mentoring sessions

Mentors help people focus on the

Challenges

Choices

Conclusions

Creative solutions

Consequences

What are the challenges you are facing in your role? What stops you from doing this?

What options can you think of? What options have you already discarded?

What is the most likely result of that action?

To summarise for me what action you are going to take? What steps will you need to take to achieve it?

Let’s look at it from a different perspective – you have a blank piece of paper and everything is possible – what options can you come up with now?

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Matching process

• The mentor’s areas of strength as a professional
• The mentee's possible areas of need for further professional growth
• Degree that the mentor’s strengths match the mentee’s needs
• The mentee’s institution/ work location
• Compatibility of the match
Common Misconceptions about Mentoring

Mentor feedback from Al Downie:
https://sms.cam.ac.uk/media/2933301

The person being mentored is the only one who benefits from the relationship

I don’t know how to be a mentor

Mentoring only happens on a one-on-one, long term and face to face basis

Mentors have all the answers

Mentor has to be perfect

Mentors tell you what to do

It’s like being in a one-on-one training course designed just for you

I don’t know how to be a mentor
Can I be a mentor?

- Do I have the desire to help someone?
- Am I ready to provide guidance/advice to someone in need?
- Am I ready for this commitment?
- Am I ready to come out of my comfort zone?

“When you decide to mentor someone, you really have no way of knowing how far they’ll go. Whether you shape the future leader or help someone decode their problem, provide an insight, you’ll make a difference—and that’s all that matters.”

Mentor feedback from Al Downie: https://sms.cam.ac.uk/media/2933301
How do we ensure the success of Mentoring scheme?

• Right matching
• Commitment
• Clear expectations - scheme /learning and development
• Trust
• SMART goals
• Consistent monitoring and feedback
Methods of resolving issues in a mentoring relationship include:

- Encourage the pair to resolve their differences by setting up a meeting together where they can discuss their issues.

- If you try and still feel you are not benefitting as much as expected, contact the mentoring scheme facilitator (Rinku Raina) at rr541@cam.ac.uk.

- If the pair still cannot resolve their differences, they will not be forced to work together and instead the mentoring facilitators will find a new mentor for the mentee.
Resources

UIS website:

Sign-up: https://help.uis.cam.ac.uk/forms/mentoringenquiry

Mentoring Scheme info: https://help.uis.cam.ac.uk/mentoring-scheme

Books:

1. The Mentoring Pocketbook by Geof Alred and Bob Garvey
2. Practical Guide to Mentoring by David Kay
3. Everyone Needs a Mentor: Fostering Talent in Your Organisation David Clutterbuck

Website:

https://www.davidclutterbuckpartnership.com/tag/mentoring/

LinkedIn learning:

Why mentoring matters:


Become a good mentee:

https://www.linkedin.com/learning/being-a-good-mentee/characteristics-of-a-successful-mentee?u=2963594

Become a good mentor:

We welcome your feedback and questions