UIS & IT Community Mentoring Scheme
Launch: April 2018

Marina Aldridge
Rinku Raina
Career Development Team

Working together for excellence in education, research and operations through Information Services
What is the mentoring scheme?
The aim of the scheme is to give staff the opportunity to meet with others outside of their own teams to be mentored or give mentoring advice and gain a different perspective in their subject area. Encourage confidence, support and guidance and development.

How does the scheme work?
• A matching exercise of potential mentors and potential mentees will be carried out based on areas of interest while also striving to combine different backgrounds and experience.

How do I get involved?
• Decide if you're interested in being a mentee or mentor (or both) and complete an enquiry form by contacting Career Development Adviser Rinku Raina: rr541@cam.ac.uk

What happens next?
• The career development team will match mentors and mentees and will notify you of the next stages
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, upgrade their skills and become the person they want to be.

"Behind every successful person, there is one elementary truth: somewhere, somehow, someone cared about their growth and development. This person was their mentor."

Dr Beverley Kaye, Up is Not the Only Way, 1997
Objectives of Mentoring scheme

The objective of the scheme is to support a new culture.
General Guidelines for Mentoring

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

2. The mentorship 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
2017 : Mentoring scheme

 Rolled out to the UIS & IT community

 70 people opted into the scheme

 Feedback survey was sent to all participants after 6 months

 41% responded 65% decided to continue
2017: Mentoring scheme outcomes

Mentors feedback:

Scheme - Overall, my experience of the scheme was what I was expecting – Neutral

Mentoring relationship - I found the experience was useful – Neutral

Benefits and Learning – My confidence and motivation has increased as a result of the scheme - Disagree

Mentees feedback:

Scheme - Overall, my experience of the scheme was what I was expecting - Agree

Mentoring relationship - My mentor offered appropriate guidance and knowledge - Agree

Benefits and Learning - I have developed some skills as a result of meeting my mentor - Agree
What can you gain from Mentoring?

- Personal satisfaction
- Professional development
- Subject matter expert
- Knowledge transfer

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

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

Power of Collaboration

Culture of Growth
Improved Engagement
Talent Pool
Break down the silos

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How do we ensure the success of Mentoring scheme?

- Clear expectations - scheme /improved skills
- Appropriate matching of mentees and mentors
- SMART goals
- Consistent monitoring and feedback
- Commitment
- Trust
Common misconceptions about mentoring

- You get someone higher up to give advice
- The person being mentored is the only one who benefits from the relationship
- Mentoring only happens on a one-on-one, long term and face to face basis
- Mentors have all the answers
- A mentor has to be perfect
- I don’t know How to be a mentor?
- It’s like being in a one-on-one training course designed just for you
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?
- Are you ready to come out of your 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*.
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 coordinators (Rinku Raina or Marina Aldridge) at rr541@cam.ac.uk or ma656@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.
**Mentoring Empowers! Feedback from mentors and mentees**

<table>
<thead>
<tr>
<th>Feedback</th>
<th>Source</th>
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<tbody>
<tr>
<td>I have been very fortunate with my mentors this year. I have had two</td>
<td>Mentor</td>
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<tr>
<td>very calm and positive people who have talked me through situations to</td>
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<tr>
<td>help me see different viewpoints and the latest mentor has really helped</td>
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<tr>
<td>me create much more clarity and succinctness in my communications. I</td>
<td>Mentee</td>
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<tr>
<td>would definitely recommend having a mentor&quot; - Mentee</td>
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<tr>
<td>&quot;I met a new person in UIS which helped in networking and collaborating</td>
<td>Mentor</td>
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<tr>
<td>&quot;An opportunity to discuss and explore things outside of the normal 'business as usual' work&quot;</td>
<td>Mentee</td>
</tr>
<tr>
<td>&quot;It has helped to gain differing perspectives on common problems-</td>
<td>Mentor</td>
</tr>
<tr>
<td>&quot;Good to get around in a new environment&quot;- Mentor</td>
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<tr>
<td>&quot;My mentor Provided new ways of approaching work” – mentee</td>
<td>Mentee</td>
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<tr>
<td>&quot;It was very useful to get a different perspective on a number of topics and to be able to bounce ideas”- mentor</td>
<td>Mentee</td>
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<tr>
<td>&quot;Provided new ways of approaching work, both personal interaction and written report work “– mentee</td>
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<td>&quot;Helped me integrate into the university” - mentee</td>
<td>Mentee</td>
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<tr>
<td>&quot;Yes - it has been useful for both of us - understanding broader issues for my mentee helped with context- Mentor</td>
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<tr>
<td>My mentor has been a real source of inspiration, supportive and offered positive challenge when I've been thinking through ideas”- mentee</td>
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<tr>
<td>I've benefitted from talking to someone at a different site and building a relationship which could be useful in the future from a work perspective– mentor</td>
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