Mentee Session

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Workshop Agenda

Mentoring overview
Objectives of mentoring
Roles and responsibilities of the mentor
Roles and responsibilities of the mentee
Fostering Positive Mentoring

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Have you ever had a Mentor?

**Objective:** To help mentees understand what a mentor is and to become aware of the value of a mentor

**Time:** 5 min

- Think about someone who might have already been a mentor to you and what traits that person had that made them so memorable. Write your answers on the flip-cards.

- Do it in a group and discuss and decide to present the one which you think could be valuable to share with others.
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.
Objectives of mentoring scheme

- Break down silos
- Leadership potential
- Internal mobility
- Culture of growth
- Accountability
Phases of Mentorship

Preparing Phase
Negotiating Phase
Enabling Phase
Closing Phase
Launching the Mentoring Relationship

**Objective**: To give new mentees an opportunity to think about and identify the characteristics they are looking for in a mentor.

**Time**: 15mins, group activity.

• You can only bring 200 lbs. of cargo with you on the mentoring journey and that you have to decide what things are really important.

• After you have completed the worksheet, the mentees share their selections with the group, identifying the traits they would most wish their mentor to have.

• From the group, elect a spokesperson to share your feedback.
Roles and Responsibilities of the Mentor

• 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.
• Supportive challenge.
• Encourage and enthuse.
Being a great Mentee

**Objective:** To introduce the mentee to the idea that they have responsibilities and a role in the mentor/mentee relationship.

**Time:** 15 mins, group activity.

- Each group has an A4 sheet of paper and materials to create a picture of a mentee. The picture should have characteristics that would be part of a perfect mentee, such as big ears (because a great mentee is a great listener).

- You all should also write these traits over the picture. The groups should also plan how they would like to present their picture to the rest of the groups.

- Select one presenter or have members of the group talk about one or more of the traits.
Roles and Responsibilities of the Mentee

• Clear objectives.

• Make first contact and proactively drive the relationship.

• Talk it through and explore ideas.

• Be prepared to reflect and think.

• Try different ways of doing things.

• Offer feedback including what worked and what didn’t and why.

• Keep in touch and arrange follow up meetings.
Fostering positive mentoring relationships
Wrap up: Group Exercise

Objective:

Time: 5 mins, group activity.

• Summarise the content covered in this session and to get you all thinking about the different things that make up a positive mentoring experience for both parties.

• Discuss two take away messages per group, share with others.
We welcome your feedback and questions