
ISDRS New Professionals Group's Mentorship Programme: A proposal



MENTORSHIP PROGRAM

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I.AGENDA



I. MENTORSHIP PROGRAM OBJECTIVES

To connect senior academics (**mentor**) with junior academics (**mentee**) in a meaningful way, thereby creating a mutual benefit, and cementing a stronger relationship between all involved: the new professionals, the senior ones, and within ISDRS as a whole.

The mentorship program (MP) consist on:

1. Extra support/advice for junior researches, which should be **complementary/in addition** to supervision.
2. Informal conversations related to:
 - ✓ Academic work/research
 - ✓ Get career and/or work-life balance advice
 - ✓ Set and pursue life and career goals
 - ✓ Network and make professional contacts
 - ✓ Etc.



2. TARGET PROFILES AND INTERACTIONS

- Mentors: ISDRS senior researchers (PhD's as a requirement). Besides, 1) University professors from ISDRS institutional members, 2) ISDRS topic group leaders 3) Board members.
- Mentees: ISDRS master students, PhD candidates, postdoctoral researchers and junior researchers on short term contracts.

Interactions:

We will start the mentorship programme in 2021 and let the mentor-mentee couples get to know each other at the annual ISDRS conference.

During the rest of the year, the **communication should be 100% online** and the programme will finish:

- i) with an **online feedback session** in case the mentorship lasts less than a year and mentor/mentee cannot meet in person during annual conferences, or
- ii) in person with a **final session during next year's annual ISDRS conference.**



2. TARGET PROFILES AND INTERACTIONS

We expect and prepare the **mentees to be the drivers of the mentoring** relationship. Mentees are to be the initiating force behind the relationship and prepare an agenda/questions and feedback for each session.

The mentors – the senior academics - who participate as a sign of good-will and on a volunteer basis, are not expected to be proactive. We do ask however that the **mentors do commit to, and being responsive** and prepared to engage in:

- ✓ An agreement set in a simple memorandum of understanding (potential contract).
- ✓ Participate in meetings with the mentee
- ✓ Participate in potential lectures and/or workshops
- ✓ **At the end of the mentorship programme: A final feedback phase to receive lessons learned.**



3. MOTIVATIONS

Why becoming a mentor:

1. Share the knowledge you have gained over the years, and in turn strengthen your own learnings.
2. Gain new perspectives by interacting with the next generation entering the workforce, their hopes and expectation and how they see the world.
3. Expand your professional and personal networks by interacting with other professionals in your field.
4. Become a better listener by providing guidance.

Why becoming a mentee:

1. Set and commit goals for yourself and involve your mentor in a constructive and thoughtful way
2. Listen actively and carefully
3. Demonstrate a positive attitude
4. Be curious and ask thoughtful questions
5. Show a willingness to learn and be flexible
6. Take responsibility for your own development



4. OPEN DISCUSSION

...SUGGESTIONS!

... PROACTIVE PROPOSALS!

... OPINIONS!

... NEW IDEAS!



GRACIAS
SPASSIRO
SHACHALNUYA
MURUN
DANKSCHEEN

ARIGATO
TASHAKKUR ATU
YAQHANYELAY
SUKSAMA
EKHMET
MEHRBANI
PALDIES
GRAZIE
EFCHARISTO
GOZAIMASHITA
LAH
BOLZİN
MERCI

SHUKURIA
HEZAKHARI
GAEJTHO
KOMAPSUMHIDA
MAAKE
LAIK
BİYAN
SHUKRIA

JUSPAXAR
TEYIPUCH
MEZHAREK
SABA

TINGKI
NATUA
EDOU
SIN DAO
MAKETI

THANK

YOU

BOLZİN

MERCI

BİYAN
SHUKRIA