

ISDRS New Professionals Group's Mentorship Programme: A proposal



MENTORSHIP PROGRAM

David Cepeda



Hanna Ahlström



JULY 15 TH – 16TH, 2020

I. AGENDA



I. MENTORSHIP PROGRAMME 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). Mentors could be 1) University professors from ISDRS institutional members, 2) ISDRS topic group leaders 3) Board members, or other experienced members.
- Mentees: ISDRS master students, PhD candidates, postdoctoral researchers and junior researchers on short term contracts.

Interactions:

We will start the mentorship programme in December 2020 and let the mentor-mentee couples get to know each other at a virtual workshop.

- The communication can be 100% online, but with the opportunity to meet at the annual ISDRS conference.
- For more information, please visit: <https://isdrs.org/10a-new-professionals-group/>



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!



