

QGI Academic Mentorship Scheme

A Welcome &
introduction



QGI Mentoring Champions



What is mentoring?

In QGI terms...

Mentoring is the pairing of an experienced individual (mentor) with a less skilled or experienced individual (mentee) in a relationship of mutual trust for the primary purpose of developing the mentee's career.



What it is not is...

Coaching

or

Counseling





The role of the mentor:

Provide guidance and support to your mentee based on their unique desired goals

Roles

Advisor

Booster

Groundbreaker

Champion

Contrarian

Skills

Listening

Hold Confidentiality

Questioning

Empathising

Challenging

Empowering



The role of the mentee:

Take responsibility to identify a focus for mentorship – flexibly

Roles

Driver/Planner

Sharer/partner

Learner

Reciprocater

Skills

Planning

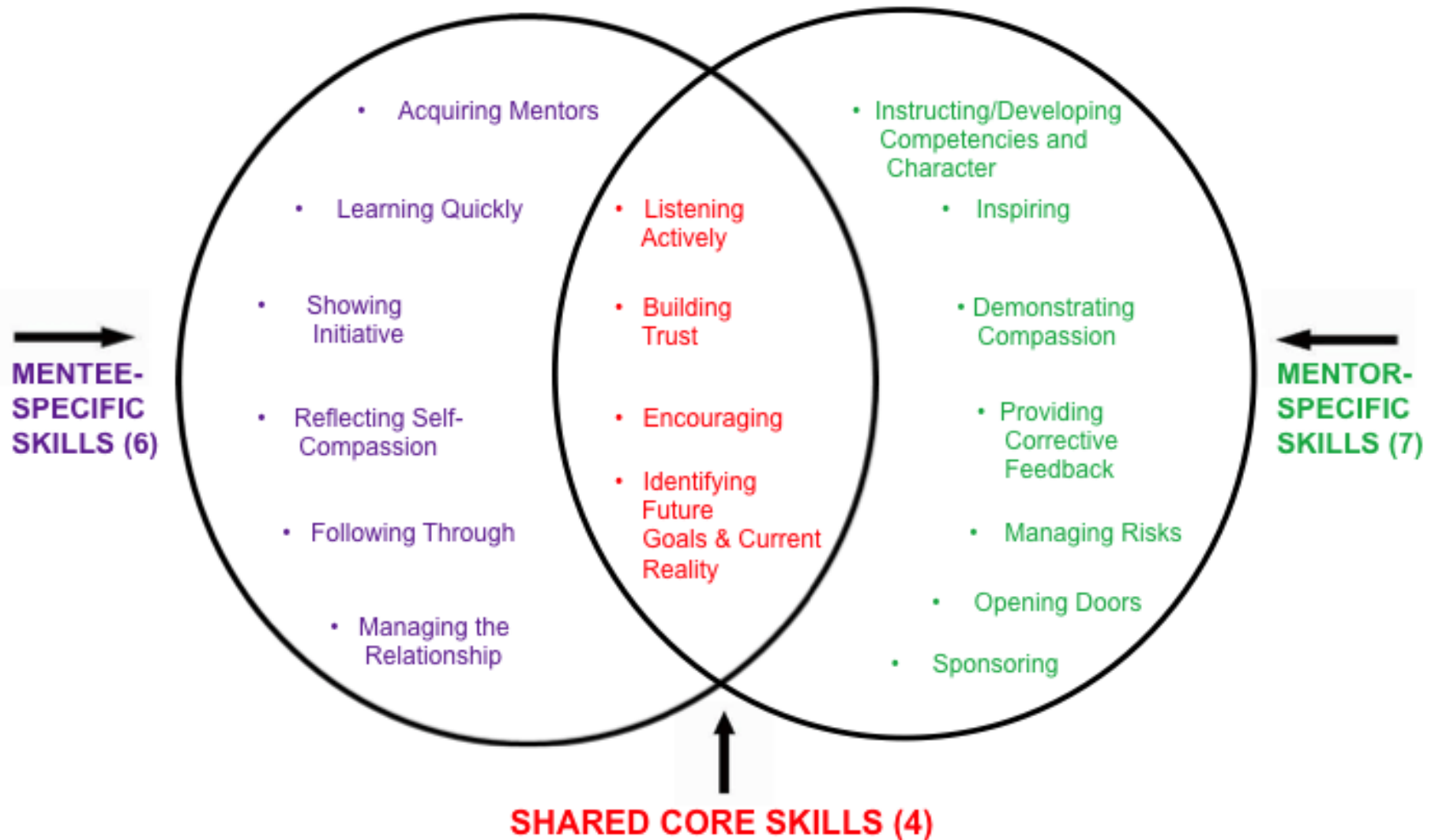
Listening

Confidentiality

Receptive to feedback

Reflective

THE MENTORING SKILLS MODEL



Benefits of Mentoring /over generic career development courses



Bespoke

Flexible and
Responsive



Longitudinal

Insider/but off the
mgt line

**Outcome and the
process of
mentorship to be
successful**



Challenges?

- Time
- Get on with each other? (trust respect, admiration)
- Assumption that you may know each other too well?
- Trust (but this is something you also test and build)
- Fresh Thinking?
- One University?

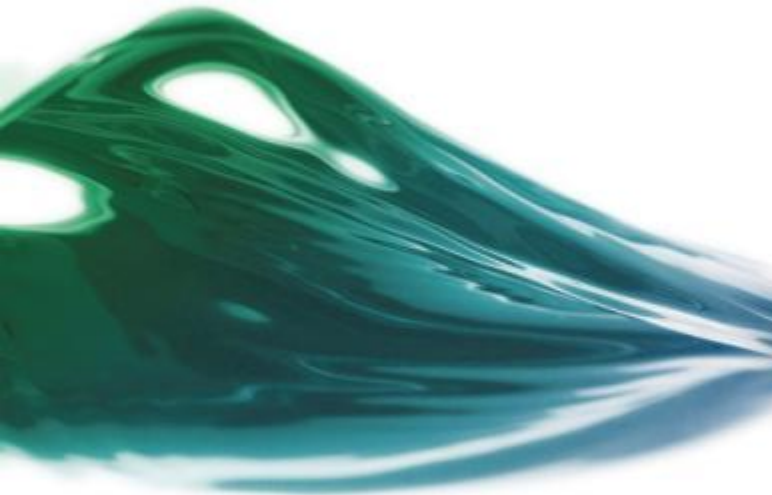


Running Order of Mentoring

- How often should we meet & how long?
- Where should we meet?
- How should we prepare for first meeting?
- What should we talk about?
- How should I structure the Meetings?

Please help us evaluate in the end

& help us grow



by considering being a
mentor in the future