Making the Most of Mentoring

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Women in academia: what does it take to reach the top?
Staff at UK HE Providers by occupation gender, age

Source: HESA, 2013-2014
Staff at UK HE Providers by occupation, gender, age

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How can we move forward?
Importance of Mentoring

• Mentoring is a long-term relationship that may expand the immediate work environment and meets a development need, helps develop full potential, and benefits all partners, mentor, mentee and the organisation.

• Provides excellent development of opportunities for mentees and mentors:

• From the mentees perspective, mentoring provides someone to act as advisor who has greater experience and is willing to share it.

• From a mentors perspective, mentoring improves leadership skills enabling learning from alternative approaches and different ways of thinking.
Who can be a Mentor?

- Patient and encouraging;
- Cultivates Aspiration;
- An effective listener;
- Committed to helping colleagues develop their full potential;
- Willing to share knowledge;
- Able to offer feedback in a way that challenges the mentee and promotes growth;
- Can be external/internal to your University;
- Mentor is not (necessarily) your supervisor; role model
How to kick off with Mentoring?
Meeting 1

• Learn about your mentee and their mindset
• 1. Getting to know each other (accomplishments)
• 2. What do you hope to get out of our mentorship relationship?
• 3. Gauge self-awareness and development needs
• 4. Are you comfortable sharing information/ feedback?
• 5. Do you agree with this feedback?
• 6. Do you view the mentorship initiative as a potential way to close some of these gaps?
• 7. What’s working and what’s not working with respect to your...
Mentorship Agreement

• The mentorship agreement brings clarity to the mentor and mentee’s goals and expectations for the relationship and defines their working relationship together. The sole purpose of completing a mentorship agreement is to benefit your relationship with your mentee. Agreements will not be collected or reviewed by anyone outside of your relationship.
Productive Mentoring Relationship

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Sessions need to have a theme:

- Career Planning
- Training and Development
- Networking and Collaboration
- Project/Management Skills
- etc.
- Meeting regularly (4-6 times)
Tricks of the trade …

• Matching process:
  Similarity of mentor/mentee background and circumstances
  Similarity of mentor/mentee aspirations and achievement
  Practical concerns (geography; working patterns etc.)
• Accessing and discussing feedback
• Diary Method/ session checklist
• Session Themes
“I am indebted to my father for living, but to my teacher for living well.”

Alexander the Great  (356 BC – 323 BC)