Mentoring@CERN Information Session

25 April 2024
What we’ll talk about today:

- Mentoring@CERN
  - How it was born
  - Goals
  - Status
  - Team
- What is and what isn’t mentoring
- Benefits for mentees and mentors
- Timeline & Eligibility
- Application
- Matching process
- Testimonials
- What’s next
Pilot Programme
LHC-EC

- 4 editions (1st in 2020)
- Organised by volunteers
- LHCb, ATLAS, CMS and ALICE
  - same experiment
  - different experiment
- Facilitates inter-experiment collaboration
- Topics chosen by each pair

WIT

- 6 editions (1st in 2018)
- 130 mentor-mentee pairs in total
- Organised by volunteers
- Additional trainings:
  - CV writing
  - Presentation skills
  - Stress management
  - Ombuds
- Networking meeting
Goals

- Foster professional development opportunities
- Provide guidance on career pathways
- Provide safe space to learn and discuss ideas
- Facilitate networking
Mentoring Team

- Antra Gaile
- Babatunde John Odetayo
- Christian Appelt
- Dace Osite
- Elham Khazaie
- Eliot Jane Walton
- Gizem Gul Dincer
- Hannah Arnold
- Irene Andreou
- Jordan Ashley
- Julia Carvalho Leite
- Kathryn Wendy Coldham

- Lorenzo Paolucci
- Olaf Steinkamp
- Shahzad Sanjrani
- Stella Orfanelli

- Barbara Binder
- Penelope Quassolo
- Simona Kriva
- Weronika Krol
Mentoring
"A relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person via advice, opinions, strategies and policies focused on career or life advancement."

HR Research Institute: The State of Coaching and Mentoring 2021
Mentoring is

- Providing space for the mentee to think things through
- Offering constructive feedback
- Sharing knowledge
- Helping to learn how to handle challenges
- Encouraging and motivating
- Stretching comfort zones
- Developing visibility and personal brand
- Giving confidence about career progression/transition and support with relevant strategies
- Guidance on CERN culture and unwritten rules
Mentoring is NOT

- Being an expert in everything and being perfect
- A guarantee of advancement
- Taking responsibility for another’s progress
- A substitute for individual effort and contribution
- One person dominating, directing or controlling another’s decisions
- Becoming dependent or reliant on someone else
- Working outside the system
Organizational Mentor

Career Functions

- Challenger
- Sounding Board
- Thinking partner

Mentors
- Sponsor
- Guide
- Role Model
- Professional friend

Directives
- Performance Coach
- Thinking partner

Non-Directive

Psychosocial Support

Mentees
- Influence
- Learning Needs

Source: https://www.coachtm.co.uk/blog/2018/05/what-mentees-want-from-their-mentors/
Benefits for the mentors

- Sense of helping, personal fulfilment
- Reflection on own skills and career
- Exposure to new perspectives
- Better decision making / problem solving ability
- Increased coaching & communication skills

Benefits for the mentees

- Support and encouragement
- Constructive feedback
- Reflection on career and goals
- Increased self-awareness and self-confidence
- Empowerment
- Skill development
Mentoring@CERN Program
2024 timeline

Applications for mentees:
15 April - 15 May

Applications for mentors:
All-year round

Selection and matching:
15 May - 01 June

Kick-Off meeting:
June (TBC)

Mentoring

Individual meetings
Trainings
Networking
Catch-ups

End of mentoring:
31 January

Mentoring Survey

April
May
June
January
February
Mentoring@CERN

- Once per year
  June until January
  Some pairs keep in touch after the program has finished

- Matching is done by Mentoring Team
  Based on the information provided in the application forms

- Open to all who have CERN contracts
  No upper or lower limits for age or career level

- 1-on-1
  50 mentor-mentee pairs will be selected
  1 person can be a mentor and a mentee at the same time
Application forms

- Personal data
  - Name
  - Gender
  - Department
  - Privacy Notice

- Professional experience
  - Current position
  - Career background
  - CV

- Expectations
  - Goals and motivations

- Mentor/Mentee preferences
  - Gender
  - Same or different department
  - Location
  - Alumni vs CERN
Matching process

- **First step:**
  - Assessment of all mentee applications to find possibly matching mentors
  - Each committee member reads a certain number of mentee applications and all mentor applications and suggests matching pairs

- **Second step:**
  - Assessment of mentor applications to cross-check the assignments from the first step
  - Each committee member cross-checks the pairs from the first step in which they were not involved in

- **Third step:**
  - Group discussion to finalise the matches

- **Fourth step:**
  - Matching of the remaining mentees
  - Potentially reaching out to additional mentors or refer to other programs when no match can be found
What happens after I submit my application?

- Matching will be done with the aim to create the best possible match (according to the mentees' goals in the application form)
- We might not have a mentee for every mentor, or a mentor for each mentee
- You will have access to online resources and recorded seminars
- We can help through difficulties and if it really doesn't work, the relationship can finish any time
Mentees

More junior people
With a goal or a focus area, and a need for mentor’s input
The more information you provide, the easier it is for us to do the matching and find the most suitable mentor

Responsibilities:
Mentees are responsible for calling the meetings, driving the process and setting the goals
Coming prepared to the meetings
Preparing an agenda for the meeting (topics to talk about)
Writing notes
Mentors

- Women and men with affiliation to CERN & CERN Alumni
- With technical and management experience

With good skills in:

- Active listening
- Providing friendly feedback
- Offering challenging ideas
- Sharing critical knowledge
- Triggering self-awareness
- Inspiring their mentees
- Explaining how the Organization works
Testimonials
What's next?

Apply:
Mentees: 15 April - 15 May
Mentors: All-year-round

Spread the word
Do you know someone who would make a great mentor?
Or someone who could benefit from having one?

Get in touch
Have questions?
Want to offer trainings?
Many thanks

Contact:
mentoring-CERN@cern.ch