# Mentoring@CERN
# Information Session

25 April 2024

# Agenda

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

**WIT**

**LHC**

LHC ECSF
Early Career Scientists Fora
ALICE ATLAS CMS LHCb
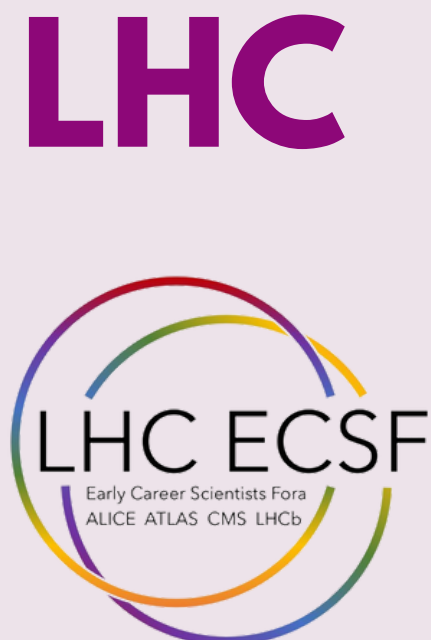
# Mentoring

# 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

Mentoring is a BRAIN to PICK an EAR to LISTEN and a PUSH in the right direction

JOHN C. CROSBY
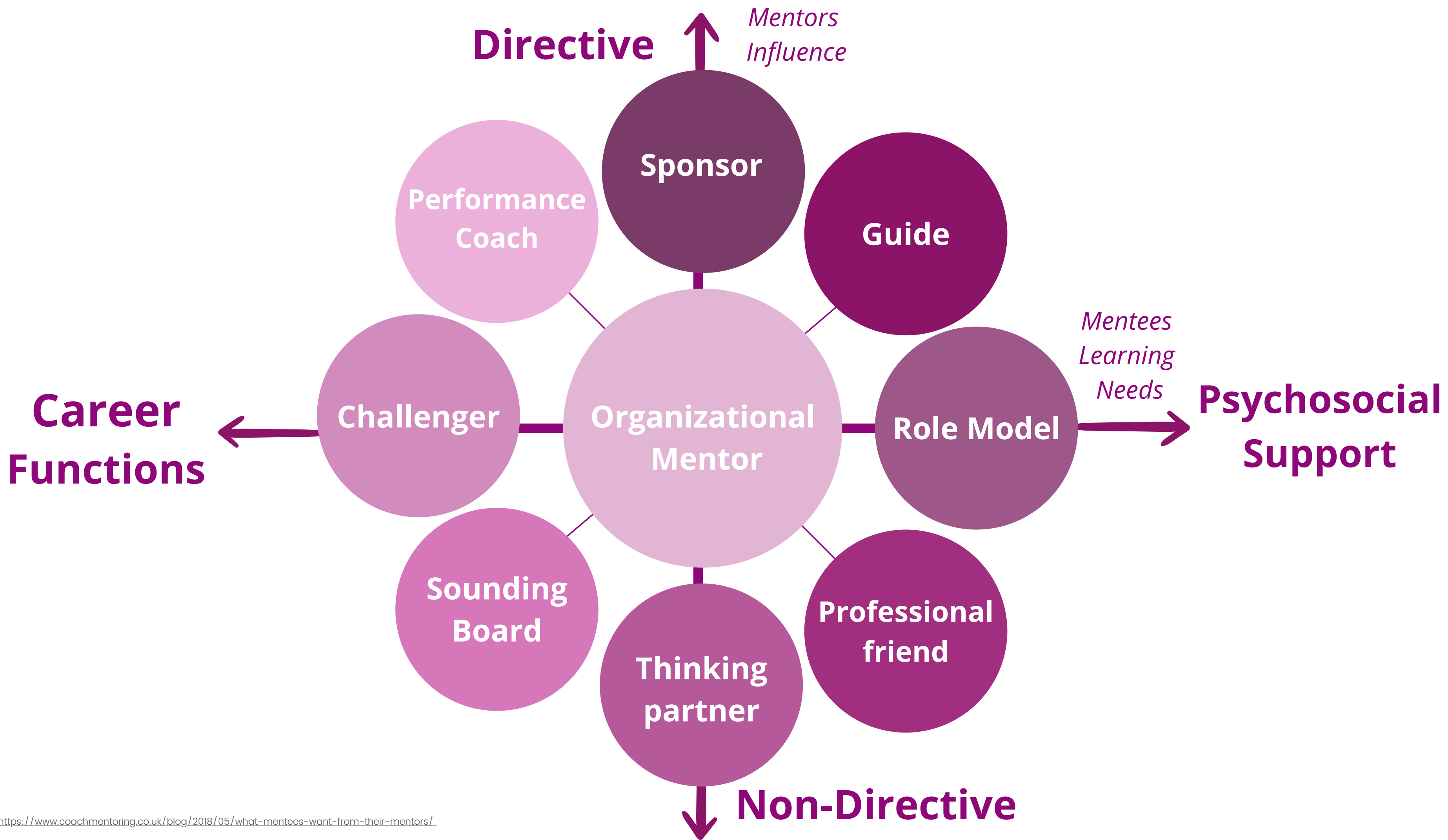
- Providing space for the mentee to think things through
- Offering constructive feedback
- Sharing knowledge
- Helping to learn how to handle challenges
- Encouraging and motivating
- Stretching comfort zones
- Developing visibility and personal brand
- Giving confidence about career progression/transition and support with relevant strategies
- Guidance on CERN culture and unwritten rules

# Mentoring is NOT



TOM, MENTORING IS ABOUT MORE THAN ENCOURAGING PEOPLE TO BE JUST LIKE YOU!
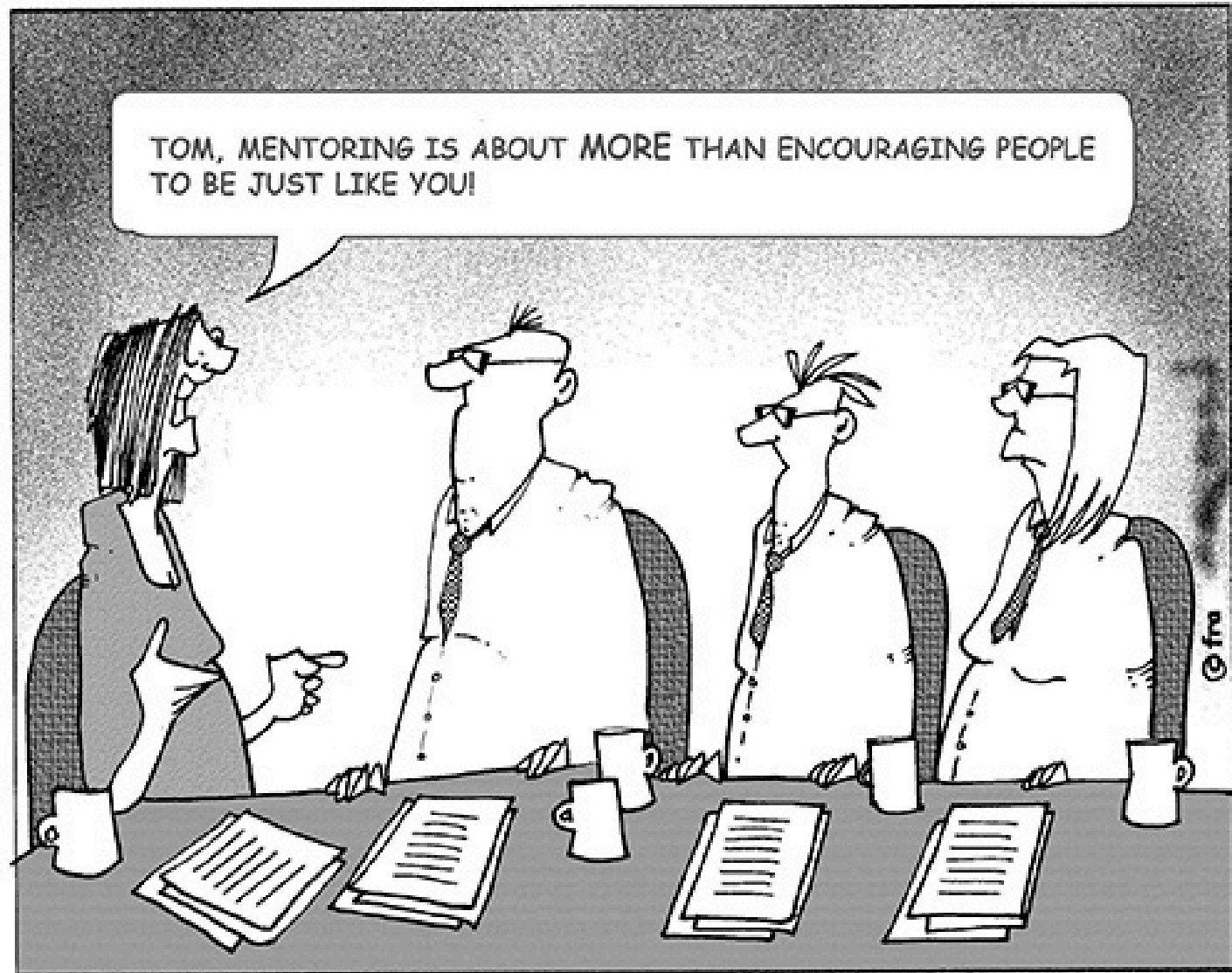
CartoonStock.com

- 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

Directive

Mentors Influence

Sponsor

Guide

Performance Coach

Career Functions

Challenger

Organizational Mentor

Role Model

Psychosocial Support

Mentees Learning Needs

Sounding Board

Thinking partner

Professional friend

Non-Directive

## 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:
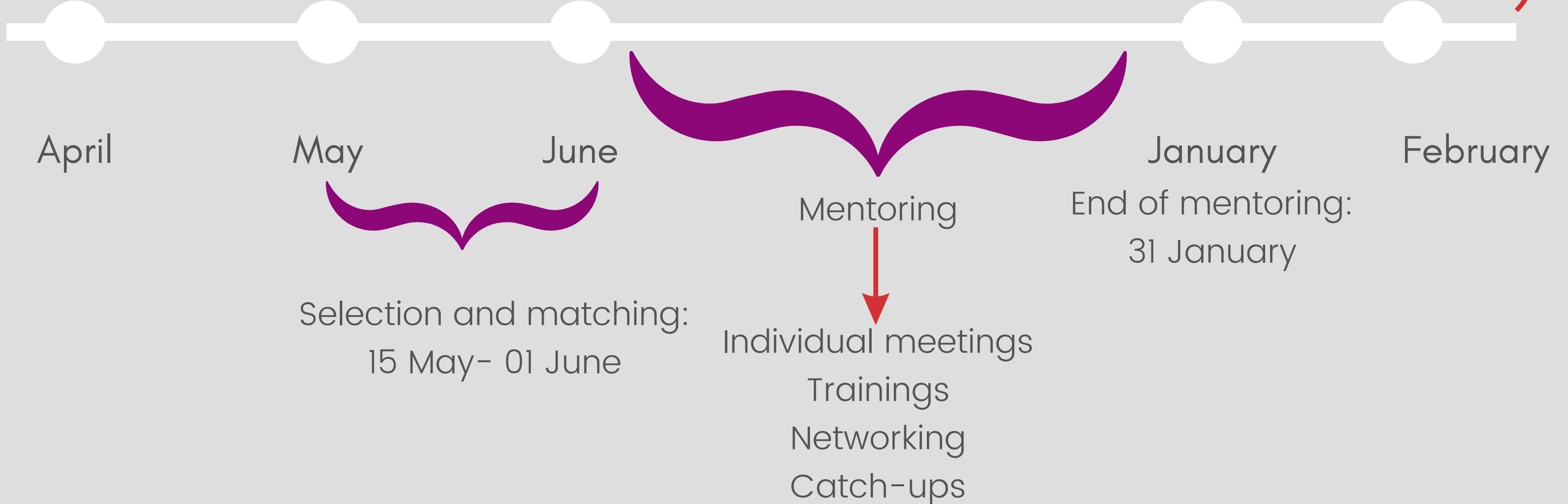15 April - 15 May
Applications for mentors:
All-year round

Kick-Off meeting:
June (TBC)

Mentoring
Survey

April    May    June                    January        February

Selection and matching:
15 May- 01 June

Mentoring

Individual meetings
Trainings
Networking
Catch-ups

End of mentoring:
31 January

# 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 | Professional experience | Expectations | Mentor/Mentee preferences |
|---|---|---|---|
| • Name<br>• Gender<br>• Department<br><br>Privacy Notice | • Current position<br>• Career background<br>• CV | Goals and motivations | • Gender<br>• Same or different department<br>• Location<br>• 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

# Many thanks

Contact:

mentoring-CERN@cern.ch