



Mentoring Programme for Global Campus Alumni

*"Mentoring is a relationship which gives people the opportunity to share their professional skills and experiences, and to grow and develop in the process".*¹*

FAQ & Guidelines

Short description

The Mentoring Programme is one of the key activities of the Global Campus Alumni (GCA) aimed to connect alumni with more experienced human rights professionals for support, advice and the exchange of fresh ideas. It provides an open space to inspire, receive and give guidance on professional and personal development, and build coaching skills. The GCA Mentoring is a volunteer programme (no payment is involved for mentors or mentees.)

Frequently Asked Questions:

- **What to expect:** Mentors and mentees provide and receive advice on professional and personal growth, including career paths, goal setting, and strategy development. Regular meetings and mutual commitment are essential for a successful partnership. Formal agreements outline responsibilities and can be signed upon request if mentors and mentees prefer that.
- **Responsibilities:** Both mentors and mentees are expected to respect the program's aims and complete evaluations. Mentees are expected to be more proactive in terms of reaching out to mentors and setting up meetings.
- **Dual roles:** Individuals can be both a mentor and mentee. Separate registration forms are required.
- **Employment:** Mentors can offer insights into job opportunities and the job market, but mentees should not expect direct job placement.
- **Student participation:** Current Global Campus students are not eligible. Mentees must be alumni.
- **Challenges:** If the mentoring relationship is not working, participants should contact the GCA Coordinator Hazem Mizyed, through hazem.mizyed@globalcampusalumni.org.

¹ Shea, Gordon (1992) *Mentoring – a practical guide* Crisp Publications

- **Certificates:** Certificates of participation are awarded upon request after program completion and evaluation submission.

Contact: info@globalcampusalumni.org or hazem.mizyed@globalcampusalumni.org.

Mentoring Guidelines:

Mentoring is a learning partnership where both parties benefit. It emphasizes mutual growth and avoids a traditional teacher-apprentice dynamic.

Benefits of Mentoring:

- **For Mentees:** Develops critical thinking, empowers them to take responsibility, provides guidance and support, expands networks, and helps achieve career goals.
- **For Mentors:** Contributes to the field, provides a sense of satisfaction, revitalizes careers, gains new perspectives, and enhances leadership skills.

Roles and Responsibilities:

- **Mentors:** Listen, provide feedback, help explore options, share experiences, facilitate decision-making, and act as a sounding board. Key responsibilities include maintaining confidentiality, accessibility, active listening, promoting responsible decisions, and acting as a role model.
- **Mentees:** Discuss issues and ideas, seek feedback, make decisions and take action, and are motivated, proactive, open-minded, and communicative. They seek advice on **career paths, skill development, goal setting, networking, and work-life balance**. The mentoring programme does not relate to, or provide any psychological support.

Skills of Effective Mentors:

Effective mentors possess strong self-management, leadership, and interpersonal skills. They motivate others, provide objective feedback, promote personal growth, maintain work-life balance, and are adaptable and respectful. Key skills include building rapport, active listening, effective questioning, probing, and providing advice cautiously. Problem-solving skills are also crucial, involving defining the problem, setting objectives, developing options, evaluating, acting, and reviewing outcomes.

Matching:

The GCA team will develop a sheet with information regarding available mentors, which will be shared with the mentees. Each mentee will then select a mentor suitable for their goals and write to them, sharing their CV and mentoring plan. The mentors can then select who to work with among the mentees. We expect each mentor to hear from 3 to 4 mentees, with the ability to select one or two.

Mentoring Plan:

We encourage the mentees to develop a mentoring plan and to focus on a clear objective that they want to achieve through the mentoring journey. They can then follow-up on their progress with their mentors.

Mentoring Agreements:

A formal agreement clarifies the purpose, goals, working methods, timeframe, and termination process of the mentoring relationship. While not mandatory, it is highly recommended to discuss these aspects in initial meetings.

After the end of the mentoring relationship:

The official end of the mentoring programme signals an end to the mentoring relationship, unless both parties agree on a continuation of their relationships in other forms.