



together

A UN Mentoring Programme
Orientation Webinar – Mentors
17.03.2021



Time: 9:30-11:00 AM (EST)

Please check that you are muted, thank you!





Winner of the 2020 SG Award: Changing the Way We Work



Together Mentoring





Agenda

1. The Participants – Who are you?
2. Timeline / Next Steps
3. How will I be paired?
4. Available Resources
5. General Mentoring Guidance
6. Q&A and Closing

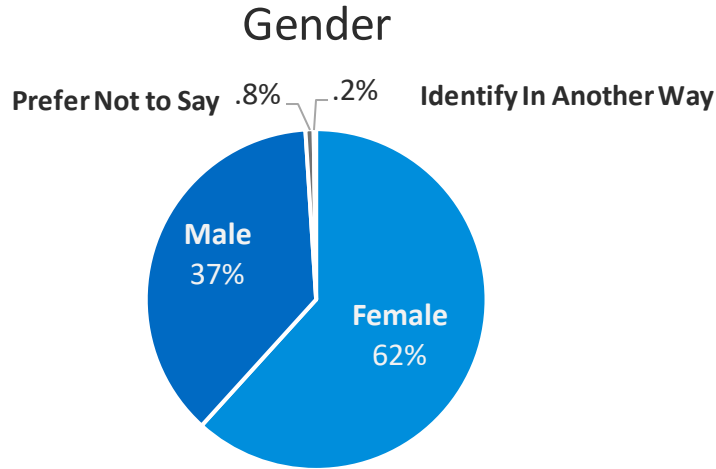




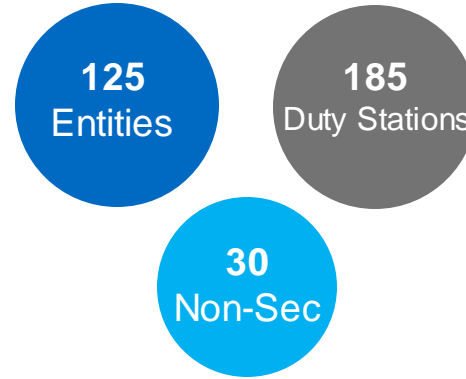
Participants

Mentors and Mentees

1,291



Across the UN System



UN years of experience

18,524+



What are mentees looking for?



Top 3 goals they selected:

1. Develop new ideas about moving up or laterally in the Organization
2. Improve management/leadership skills
3. Expand professional network



Top 5 skills mentees would like a mentor to have:

1. Thinking and Leading Strategically
2. Managing for Results
3. Planning and Organizing
4. Accountability
5. Teamwork



Timeline

1. Registration

(15 February – 1 March)



2. Orientation Webinars

(16-17 March)

3. Pairing

(22 March - 2 April)



4. First Session

(22 March - 2 April)

5. Relationship Building

(March – July 2021)



6. Feedback

(August 2021)



How will I be paired?

- Together uses an algorithm to pair mentee and mentor preferences and capacities.
- Mentees will be able to choose among dozens of suggested mentors.
- Aspects that affect pairing:

- ✓ Language preference
- ✓ Programme goals
- ✓ Competencies/skills
- ✓ Topics for discussion
- ✓ Favourite activities
- ✓ Time in the UN
- ✓ Job network
- ✓ Job level/grade



- Mentors and mentees review each other's profiles and play an active role in the pairing process.



Important Pairing Tips for Mentors



- Remember to **frequently check inbox** and email during the 2-week pairing period
- Accept/decline mentee requests **within 3 days** of the request
- **Filter** through mentee requests to ensure best fit
- Once you have approved mentee request you will be able to **schedule your first session**



Resources



Mentee **Handbook**



Session **agendas**



COURSE (14 MIN)
Mentoring Others
Learn simple techniques for becoming an effective mentor.

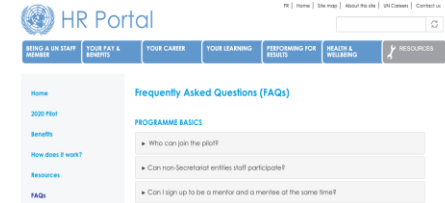


COURSE (55 MIN)
Being a good mentee
Get actionable advice on how to become a good mentee.

Compiled list of relevant online **courses, articles** and **videos**



Customized **videos** on using the Together Platform

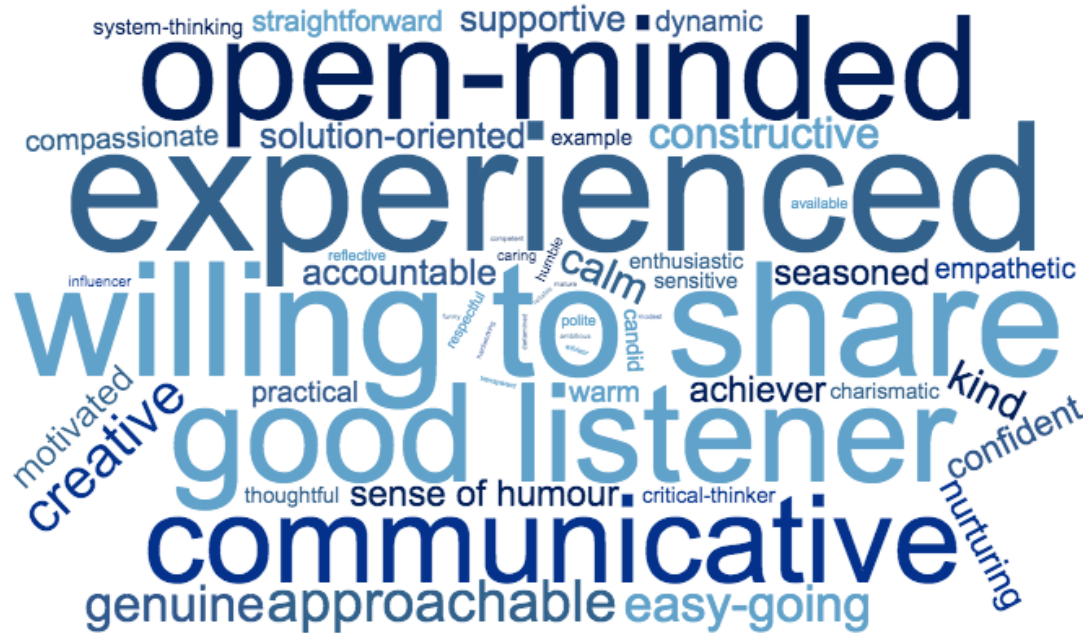


Frequently Asked Questions (**FAQs**)



What makes a good mentor?

Our mentees believe these are the most important qualities a mentor should have:





General Guidance

The foundation of a great mentoring relationship:



Trust



Respect



Communication



General Guidance

Key components of an effective mentoring relationship:





General Guidance

What does a mentor do?



Advises

Shares institutional and professional wisdom, provides input on performance, makes suggestions.



Coaches

Helps the mentee learn new skills and practice new behaviours.



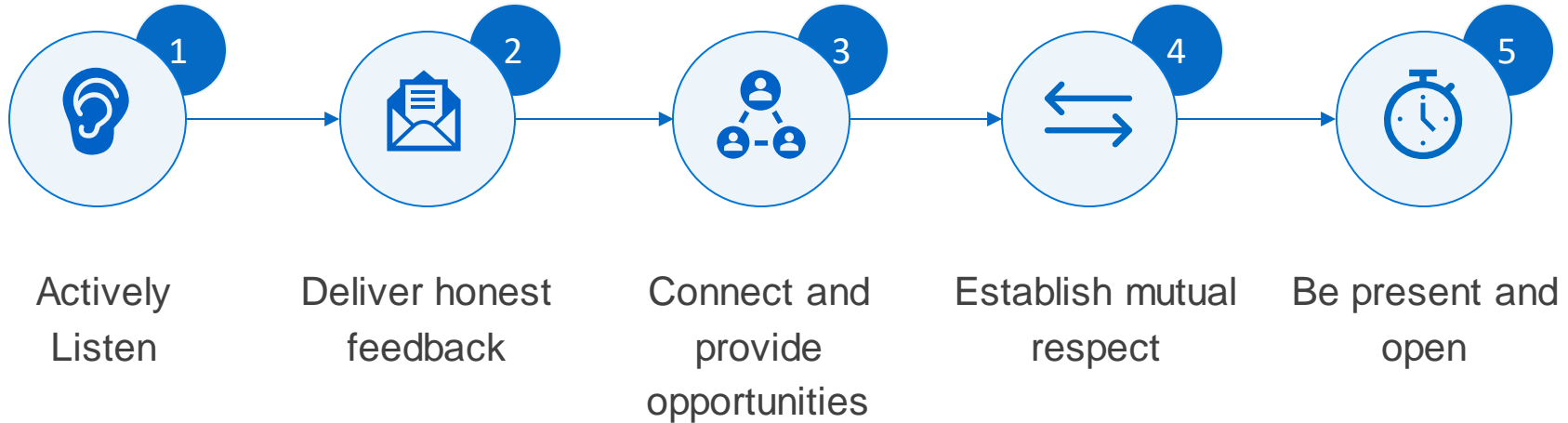
Supports

Actively listens, explains unwritten rules, and acknowledges disappointments and triumphs.



General Guidance

How to be a great mentor?





General Guidance

Do's and Don'ts of being a mentor:

Do's

- 1 **Set realistic expectations**
- 2 Listen, listen, and then listen some more
- 3 Keep an open mind
- 4 Encourage your mentee to become a mentor themselves – by example

Don'ts

- 1 Act like you know more than you do
- 2 Take your role lightly
- 3 Attempt to solve all your mentee's problems
- 4 Take over
- 5 Use undue influence



General Guidance

As a mentor, you will get the chance to:

Open up new
informal
networks

1

Grow through
sharing and
reflecting

2

Gain new
insights and
perspectives

3



General Guidance

Mentoring Sessions: a few tips

- ✓ This is a **mentee-driven process**, which means mentees will be responsible for scheduling and preparing each meeting. Nevertheless, we encourage you to review the session agendas and suggest some exercises/topic you think will benefit your mentee.
- ✓ **Shadowing** can be a great learning experience for your mentee and it is easy to do when working from home. Whether the mentee shadows the mentor, or vice versa, be sure to introduce whoever is shadowing you on your meetings.
- ✓ **Reverse it:** reversing roles in a mentoring relationship can be fulfilling and fun. Your mentee may have expertise on a topic or specialized skills that you'd like to learn more about. Explore with your mentee what they could share with you during a session.



FAQ's

1. What do I do if the mentee who chose me is not a good fit or I do not have the capacity?
2. What do I do if I missed the approval for my mentee?
3. How do I effectively prepare for my session?
4. Do I need to complete feedback? Does this get shared with my mentee?
5. What happens if I am not getting emails?



Questions & Answers



Write your questions in the chat-box.
Or **raise your hand** to speak.

Please answer a **one-minute feedback survey** on this session.



Use the **QR code** or click the **link in the chat-box** to access.



Closing

Thank you!

Contact us at
mentoring@un.org

Resource Links

The link to the resources on the HR Portal are here: <https://hr.un.org/together-resources>

The link to the same resources on the platform are here:

<https://my.togetherplatform.com/user/programs/vn6mB2tEYp4kq2tbY9wV/resources>

Navigation Links

The link to your profile is here:
<https://my.togetherplatform.com/user/profile>

The link to the HR Portal is here:
<https://hr.un.org/mentoring>