



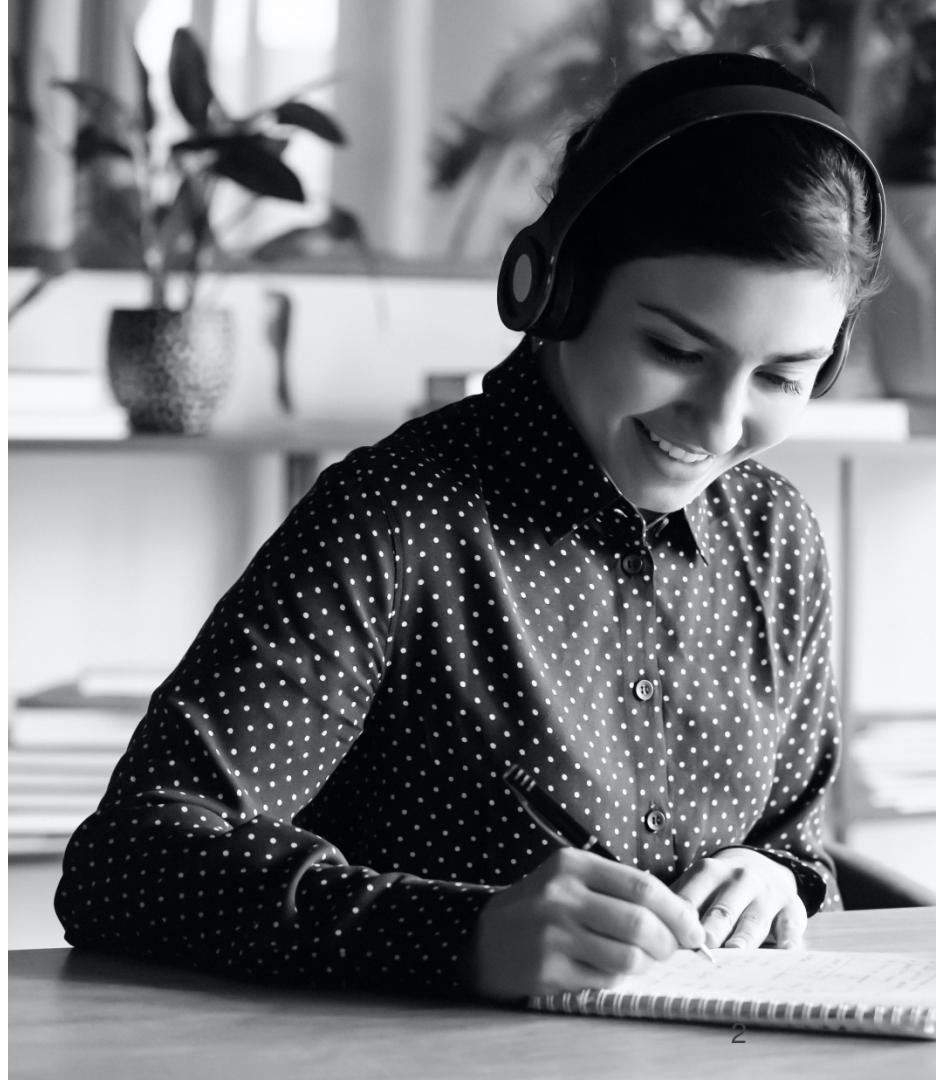
together

A UN Mentoring Pilot Programme
Orientation Webinar – Mentees
15.09.2020



Agenda

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

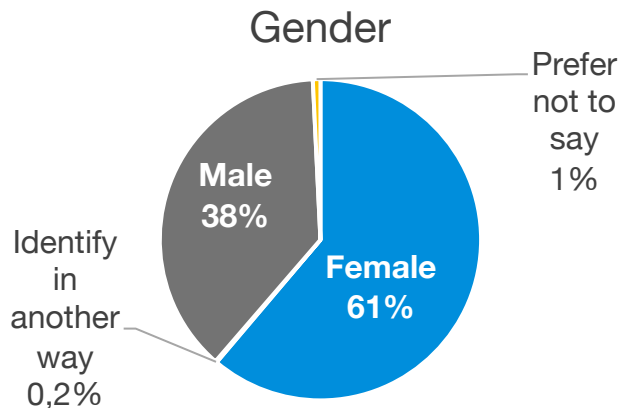




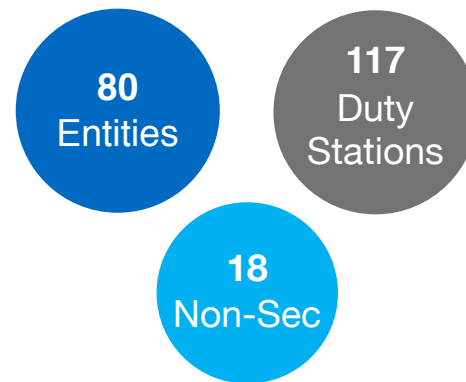
Pilot Participants

Mentors and Mentees

657



Across the UN System



UN years of experience

6,659+



What are mentors ready to offer?



Top 3 goals they are ready to help you pursue:

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



Top 5 skills/competencies of your mentors:

1. Planning and Organizing
2. Teamwork
3. Client Orientation
4. Thinking and Leading Strategically
5. Communication



Timeline

1. Registration

(14 August – 7 September)



3. Pairing

(16 - 30 September)



5. Meeting Frequently

(September – January 2021)



2. Orientation Webinars

(14-15 September)



4. First Session

(16 - 30 September)



6. Feedback

(January 2021)





How will I be paired?

The platform suggests mentees a list of mentors using an algorithm that matches mentee needs and preferences with mentor capacities. To ensure appropriate and relevant recommendations, several aspects are weighted in, such as:

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



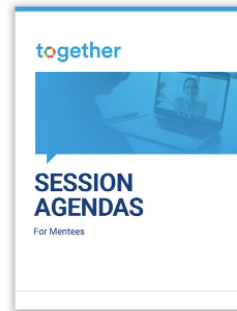
Mentors and mentees review each other's profiles and play an active role in the pairing process.



Resources



Mentee Handbook



Session agendas



COURSE (14 MIN)

Mentoring Others

Learn simple techniques for becoming an effective mentor.

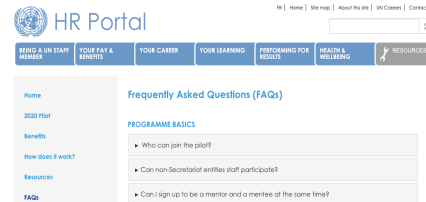


COURSE (55 MIN)

Being a good mentee

Get actionable advice on how to become a good mentee

Compiled list of relevant online
courses, articles and videos

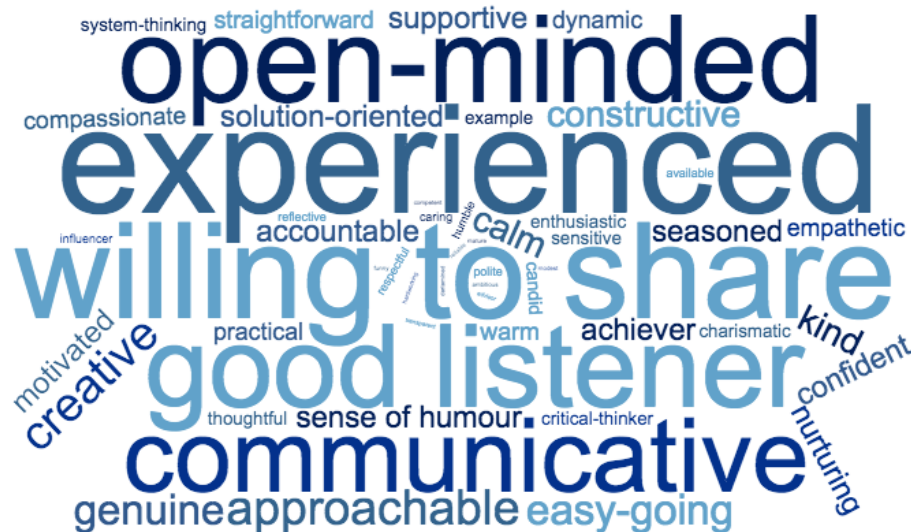


Frequently Asked
Questions (FAQs)



What makes a good mentee?

You selected these as the most important qualities a mentor should have:



But what about mentees?



Tour of the platform

Together

Best-in-class mentoring software that makes it easy to run programmes at scale.



Time-saving



User friendly



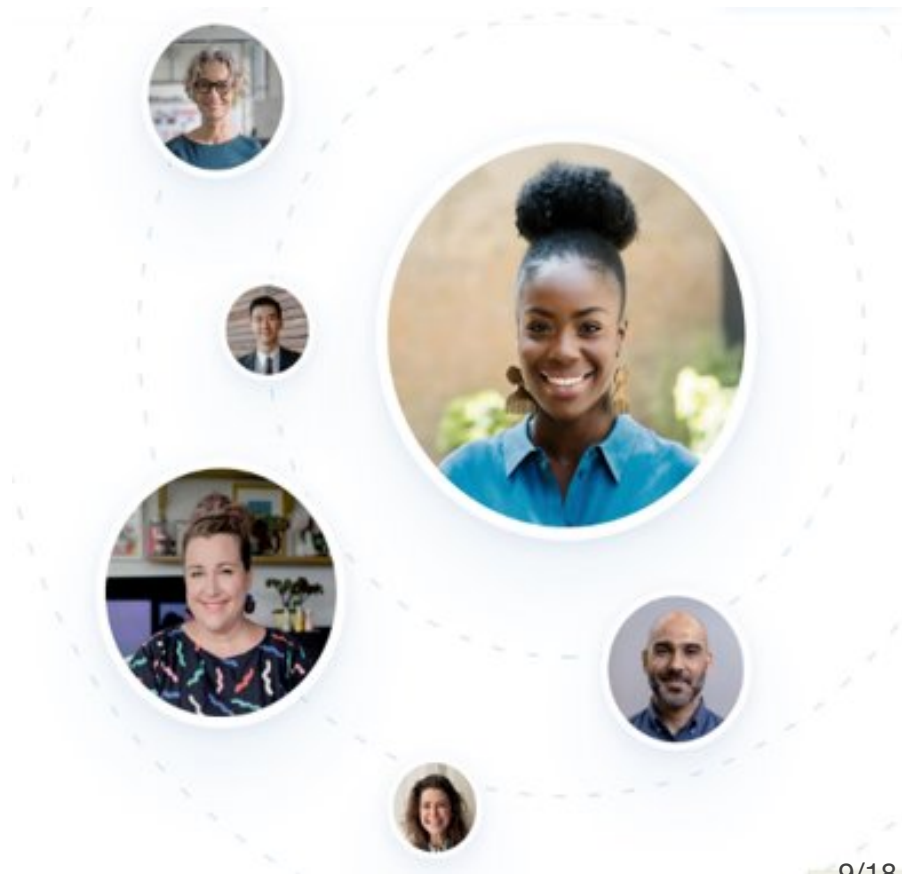
Orienting and Structuring



Safe and Confidential



Scalable





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

The impact of having a mentor:



Knowledge Transfer

Mentors offer a vast repository of experience and share their knowledge, work methods, and techniques to ensure that you avoid costly mistakes



Straight Talk

Mentors are not there to sugar-coat advice. Their role is to help you make the best decisions. As such they will highlight the various outcomes of a decision will have, but they will also play the role of motivator and cheerleader.



Growth Opportunity

Mentors help you hone your soft-skills, break out of your comfort zone to make new connections, and gain valuable new knowledge about your business character.



General Guidance

Three goals that mentees should focus on:

**Professional
Development**

1

**Committing to
Continuous
Learning**

2

**Building your
network**

3



General Guidance

The top 5 qualities of being a great mentee:





General Guidance

Mentoring Sessions: a few tips

- ✓ This is a **mentee-driven process**, which means you will be responsible for scheduling and preparing each meeting. There are eight session agendas prepared for you. You can follow them or select your favourite exercises/topics and suggest to try them with your mentor.
- ✓ **Shadowing** can be a great learning experience and it is easy to do when working from home. Whether you shadow 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. You may have expertise on a topic or specialized skills that your mentor would like to learn more about. Explore with your mentor what could you share with them during a session.



Questions & Answers



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



Closing

Thank you!

Contact us at
mentoring@un.org

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

Use the **QR code** or click the **[link in the chat-box](#)** to access.

