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

Gender

Male 38%
Female 61%
Identify in another way 0.2%
Prefer not to say 1%

Across the UN System

80 Entities
117 Duty Stations
18 Non-Sec

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)

2. Orientation Webinars
   (14-15 September)

3. Pairing
   (16 - 30 September)

4. First Session
   (16 - 30 September)

5. Meeting Frequently
   (September – January 2021)

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

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:

- open-minded
- experienced
- willing to share
- good listener
- communicative
- genuine
- approachable
- easy-going
- constructive
- solution-oriented
- example
- supportive
- dynamic
- straightforward
- system-thinking
- accountable
- influential
- warm
- confident
- driven
- creative
- thoughtful
- kind
- communicative
- humorous
- critical-thinker
- nurturing
- available
- calm
- enthusiastic
- sensitive
- achievable
- charismatic
- warm
- kind
- creative
- thoughtful
- genuine
- approachable
- easy-going

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:

1. Role Modelling
2. Independence and Collaboration
3. Exchange of Knowledge
4. Mutual respect and trust
5. Open communication and accessibility
6. Goals and challenges
7. Passion and inspiration
8. Personal 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:

1. Professional Development
2. Committing to Continuous Learning
3. Building your network
General Guidance

The top 5 qualities of being a great mentee:

1. Know what you want
2. Be prepared
3. Take action on the advice
4. Think Critically
5. Show gratitude, honesty and respect
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.