



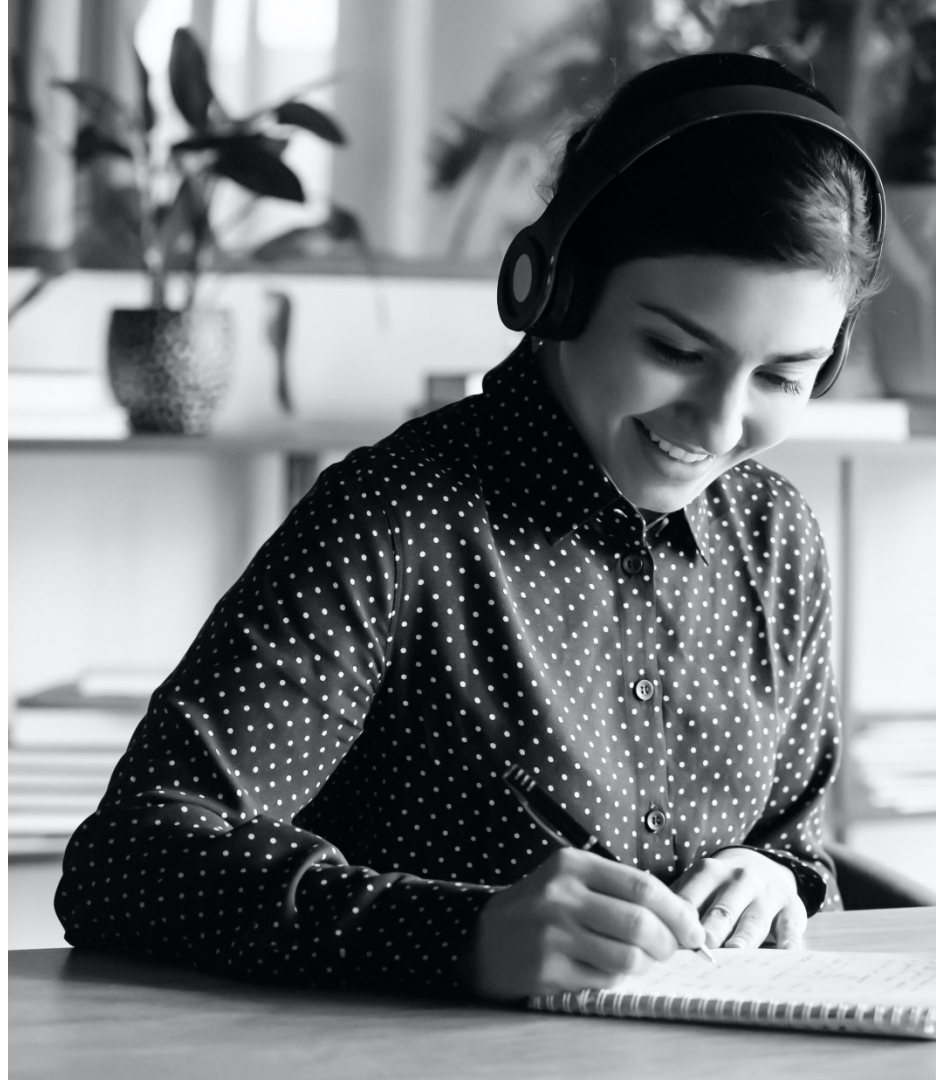
together

A UN Mentoring Pilot Programme
Orientation Webinar – Mentors
14.09.2020



Agenda

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

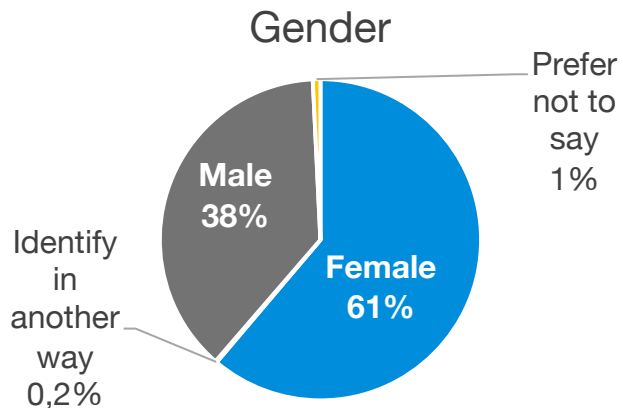




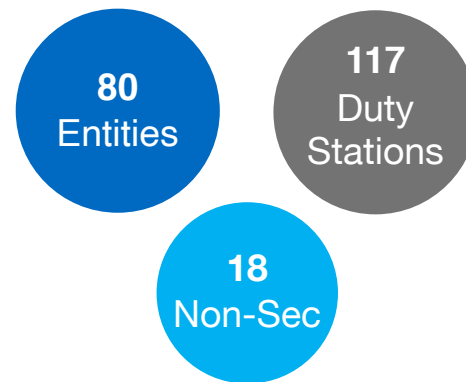
Pilot Participants

Mentors and Mentees

657



Across the UN System



UN years of experience

6,659+



What are mentees looking for?



Top 3 goals they selected:

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



Top 5 skills mentees would like a mentor to have:

1. Thinking and Leading Strategically
2. Emotional Intelligence
3. Driving Transformational Change Through Co-creation
4. Managing for Results
5. Building and Nurturing Teams



Timeline

1. Registration

(14 August – 7 September)



3. Pairing

(16 - 30 September)



5. Relationship building

(September – January 2021)



2. Orientation Webinars

(14-15 September)



4. First Session

(16 - 30 September)



6. Feedback

(January 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.

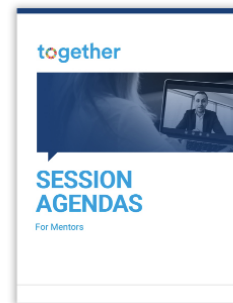




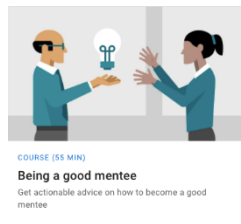
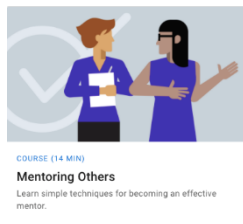
Resources



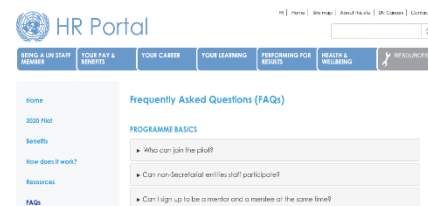
Mentor **Handbook**



Session **agendas**



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



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.



Tour of the platform

Together

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



Time-saving



User friendly



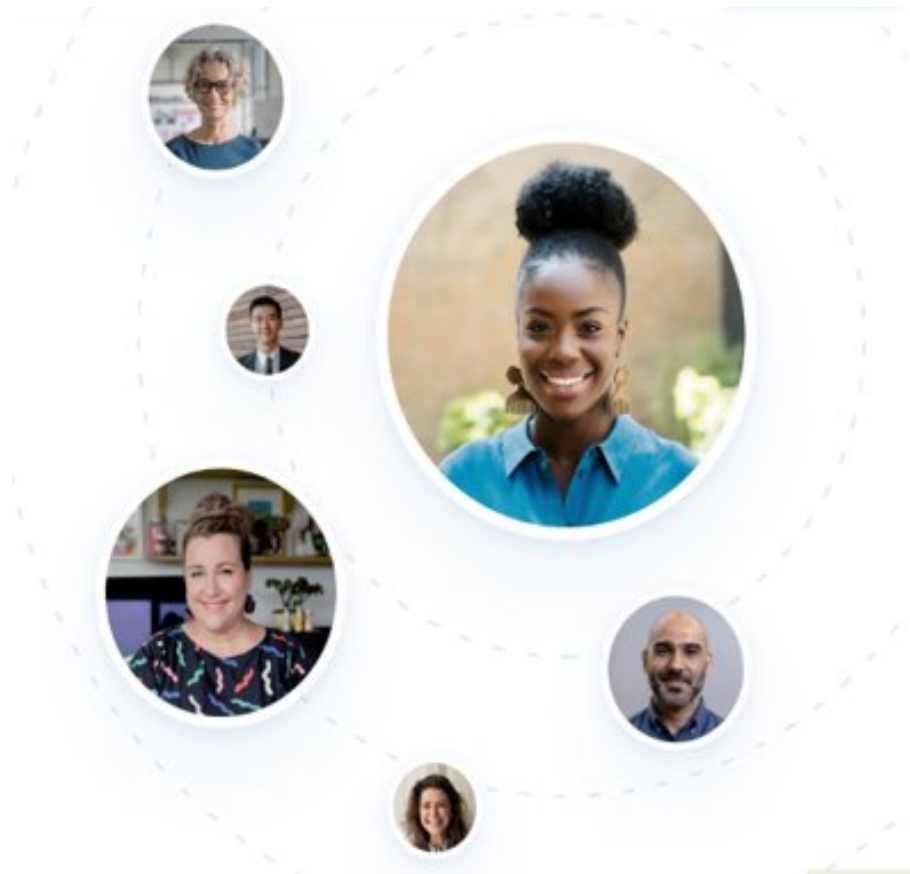
Orienting and Structuring



Safe and Confidential



Scalable





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.

