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

Gender

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<th>Gender</th>
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<tr>
<td>Male</td>
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<tr>
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Across the UN System

- 80 Entities
- 117 Duty Stations
- 18 Non-Sec

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)

2. Orientation Webinars
   (14-15 September)

3. Pairing
   (16 - 30 September)

4. First Session
   (16 - 30 September)

5. Relationship building
   (September – January 2021)

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

Compiled list of relevant online courses, articles and videos

Session agendas

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:

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

How to be a great mentor?

1. Actively Listen
2. Deliver honest feedback
3. Connect and provide opportunities
4. Establish mutual respect
5. Be present and open
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:

1. Open up new informal networks
2. Grow through sharing and reflecting
3. Gain new insights and perspectives
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

**Togetherness**
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.