



# RECOMMENDATIONS

**for Mentors**

# ” MENTORING – A POWERFUL TOOL OF HUMAN RESOURCE DEVELOPMENT

**Dear mentors,**

Welcome to our mentoring programmes in Mecklenburg-Vorpommern. You have agreed to pass on your knowledge and experience to a young and excellent mentee and to accompany her as a mentor on her personal career path over a specified length of time. These recommendations aim to provide you with guidance for the role you assume as a mentor. Thank you for committing to the mentoring programme, we are looking forward to working with you. Please do not hesitate to contact us should you have any further questions.



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**Angela Hoppe**  
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## OUR UNDERSTANDING OF QUALITY FOR MENTORING

**We are convinced** that mentoring is a successful and gender-specific instrument of human resource development for young women aspiring to leadership positions.

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**We appreciate mentoring** for being based on the mentee's own initiative and responsibility for her own personal development.

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**We witness mentoring relationships** that are beneficial for both the mentee and the mentor.

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**We know** that the true potential of mentoring unfolds through trustful, respectful, and non-hierarchical relationships between mentees and experienced leaders.

**We value** transparent support relationships that are part of a public programme. Mentoring channels the early dissemination of informal, career-relevant knowledge.

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**We experience** that mentoring provides momentum for transformation processes of the respective organisational culture and enriches the understanding of career conditions.

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**We observe mentoring partnerships** that challenge mentees to address their career prospects from an early stage.



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## BY TAKING ON THE RESPONSIBILITIES OF A MENTOR,

**you are willing** to provide time, personal commitment, and trust to a mentee; and are interested in strengthening her competencies and contributing to her learning process;

**you are prepared** to pass on your career and life experiences and to grant insights into your field of work and work tasks;

**you are familiar** with transformation processes and have gained experience of leadership and executive duties that are characterised by challenges, success, but also crises;

**you are equipped** with access to professional networks and an extensive range of contacts and can envisage using them as a door opener for your mentee;

**you are interested and appreciate** new perspectives provided by a mentee, and consider this an enriching aspect of your mentoring partnership.

## AS A MENTOR, YOU GET THE CHANCE

to reflect on your own career path through the **questions of the mentee**;

to expand your strategic partnerships and personal networks through **new contacts**;

to gain new stimuli and suggestions for your own work through the **interaction with the mentee**;

to strengthen your **own advisory and leadership skills**;

to contribute to **equitable human resource development**.

*Young female academics are often very conscientious of their responsibility and want everything they do to be perfect. This usually puts them at a disadvantage. I would recommend future mentors advise the young women to be a little selfish and to place their own research at the centre of their work. Encourage young female academics to develop persistence and not to be deterred by anything!*

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*Mentor and Professor of Linguistics*



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*My experience of mentoring by far surpassed my positive expectations of the mentoring relationship.  
This format is something quite unique and an invaluable asset to my future.*

**Former Mentee**

## ” YOUR MENTEE PROFITS FROM

### **Your expertise and your guidance.**

You can voice your own opinion to answer the mentee's questions and issues regarding work and provide her with advice based on your own experience.

### **Your critical and respectful feedback.**

You can remind the mentee of her strengths and provide constructive impulses with regard to her competencies and development potential.

### **Your advice on important decisions and your strategic recommendations.**

You can use your experience to support your mentee, particularly when it comes to career questions. You can discuss potential hurdles and point out various courses of action.

### **Your ability to open up doors and networks.**

You can also discuss with your mentee how she can gain lucrative, long-lasting contacts herself.

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**Your encouragement** to confront challenges, carry on, or even change course.

## ” AS A MENTOR YOU CAN EXPECT

the mentee to prepare carefully for the first contact or meeting. Mentees will clarify their specific objectives or questions in an introductory workshop;

the mentee to make an active contribution to the mentoring partnership and to feel responsible for her interests and attaining her goals, as this is critically important for the success of the mentoring process;

the first meeting to provide a chance to see if you do both want to collaborate and if you have similar expectations;

that you will both determine how much time you can invest. You also clarify how you will exchange with the mentee (frequency and duration of meetings, email, phone, or Skype). These arrangements will be recorded in a mentoring agreement provided by the programme coordinators;

us to accompany you both during the mentoring programme. For instance, let us know if you have run into any problems in your mentoring partnership. A mentoring relationship can be terminated at any time. Please contact us if you have suggestions or questions.



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We are continuously refining our mentoring programmes in order to be able to ensure high standards and plan sustainably. To this end, we carry out regular evaluations.

**We would be delighted if you would support us in this endeavour.**

**Annette Ehmler**

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