BAA Mentoring

2012

Presentation
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Why Mentoring?

• What is Mentoring?

A voluntary non-profit relationship aiming at development of the individual, both professionally and personally, in which two persons are involved: Mentor and Mentee. Mentor provides informal guidance to Mentee to help him/her carry out significant transitions in the level of knowledge, work and way of thinking.

• Who is Mentor?

A senior Alum who offers support to another Alum with minor seniority (Mentee), sharing his/her own experience, knowledge and points of view, acting as a guide for a limited period of time agreed upon in advance, outside the respective work contexts, with the purpose to promote professional growth.

• Who is Mentee?

A Bocconi Alum member of the Bocconi Alumni Association BAA with at least 5-year work experience, at least in part of management type, who is going through a particular phase of his/her professional life, in which feels the need to be “guided” and supported by a more experienced person who has already been through and successfully coped with similar moments of transition in one of the three specific areas: Job Transition, Career Development, Business Creation.

• What happens during Mentoring?

Mentor shares his/her experience, knowledge and points of view and guides Mentee in the process of professional growth. In turn, this exchange allows Mentor to enrich himself/herself professionally and personally. Thus Mentoring offers a reciprocal opportunity to expand leadership as well as technical and interpersonal capacities.

(Research shows that learning based on informal relationships such as mentoring, is a constant and powerful source of high individual and work performance for both parties involved. Mentees obtain very important individual benefits related to the career while Mentors reinforce their motivation to learn through the sharing of their own competence when compared to new realities and challenges)
# Mentoring & Coaching: differences

<table>
<thead>
<tr>
<th></th>
<th>MENTORING</th>
<th>COACHING</th>
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<tbody>
<tr>
<td><strong>WHO</strong></td>
<td>Person with a senior role and competences in an organization who acts as a “guide” for the sake of transmitting knowledge and experience</td>
<td>In-house or external professional specialized in coaching</td>
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<tr>
<td><strong>HOW</strong></td>
<td>Provides guidance, advice and answers</td>
<td>Asks precise and efficient questions to promote awareness and sense of responsibility</td>
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<td><strong>STRUCTURE</strong></td>
<td>Ongoing informal relationship which can be extended through time; meetings are scheduled on the basis of Mentee’s needs, and topics are set and adapted in the course of the “journey”</td>
<td>Formal relationship with structured meetings limited through time; contents are defined in advance and do not vary</td>
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<tr>
<td><strong>GOALS</strong></td>
<td>Professional growth and development, gaining of knowledge about the organizations, professional strategies</td>
<td>Topics related to the quality of performance, in the organization, leadership and competencies are treated with a complex approach</td>
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<tr>
<td><strong>FOCUS</strong></td>
<td>Specific objectives, different perspectives, exploration of values and thorough comprehension of the organizations</td>
<td>Awareness and development of the personal potential</td>
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<tr>
<td><strong>STRONG POINT</strong></td>
<td>Bestows Mentor’s specific knowledge, wisdom and experience</td>
<td>Stimulates and facilitates the development of Coachee’s personal qualities</td>
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Mentor’s role, competencies and behavior

MENTOR:

• Transmits information about the organization
• Provides advice and hints
• Acts as a “sounding board”
• Highlights opportunities and challenges
• Provides contacts/links/network opportunities
• Guides exploration of the professional development opportunities

Skills/Attitudes

• Building of a positive relationship
• Non-judgemental observation
• Social competency
• Constant willingness to learn

Behaviors/Techniques

• Ensures sharing of understanding and expectations
• Offers active listening
• Asks effective questions and topics to delve into
• Gives feedback/feedforward and accepts feedback
• Gives advice
**MENTEE:**

- Takes the initiative and steers the process (defines and proposes objectives, meetings, activity, requests specific feedback/feedforward)
- Shares information
- Provides link to own network
- Takes on responsibility for his/her own development

**Skills/Attitudes**

- Proactive attitude
- Introspection
- Openness
- Constant willingness to learn

**Behaviors/Techniques**

- Does not expect to be told what to do
- Seeks help and advice when needed
- Offers active listening
- Offers and accepts feedback/feedforward
The duration of the Mentoring “journey” is about 1 year, includes 4 to 6 individual/phone/e-mail/Skype meetings/sessions and can be extended by mutual agreement.

Starting point in the Mentoring “journey” is the “agreement” in which Mentor and Mentee clearly express their mutual expectations.

Mentor and Mentee reserve the right to recede from the Mentoring relationship if, during the process, one or both parties should arrive to the conclusion that there is a lack of answers and usefulness with respect to the initially stated expectations.

The Mentoring relationship is professional and not personal. Trust and confidentiality are essential and mandatory for the relationship and must be maintained under any and all circumstances, during and after the Mentoring “journey”.

The Mentoring relationship IS NOT a channel for the search of new job opportunities. Mentee WILL NOT ask Mentor to assist him/her in this with contacts or otherwise.
To apply please write to: baa.mentoring@alumnibocconi.it
In copy liudmila.valeva@unibocconi.it
attaching:
  • CV
  • Filled in Mentor/Mentee form (to be downloaded from the BAA website) with a picture
  • Max 1-page description in Word format of expectations/objectives