

## **CDT Industry Mentoring Scheme**

### **What is mentoring?**

Mentoring involves one person providing support and guidance to another, in order to help them manage their own learning and development. Mentoring is rapidly becoming recognised worldwide as a highly effective developmental process for students and employees in diverse organisations. To be most effective, mentoring needs to be a voluntary activity with the primary purpose of supporting the mentee's learning and development. It is a relationship – rather than a management activity – that guarantees a safe and non-judgemental environment in which to learn.

### **What are the benefits of Mentoring?**

There are numerous benefits to both the mentee and the mentor when participating in a mentoring scheme.

#### **Benefits to Mentors**

- Interaction with the brightest young researchers in a dynamic and growing field
- Identify future potential/employees
- Satisfaction at the success of mentees
- Development of long-term mutually beneficial professional relationship with mentee
- Recognition of the mentors development skills by management
- Challenge, stimulation
- Development opportunities for the mentor: coaching, counselling and motivating skills

#### **Benefits to Mentees**

- Career enhancement in terms of: advice (both professional and also in the timing of job moves etc) and sponsorship (such as recognition by senior people)
- Exploration of career options
- Personal development advice
- Ready made industrial network to engage with
- Information/advice on jobs, CV, applications
- Good appreciation of the jobs market and upcoming/current opportunities

- Opportunities to visit industrial environment
- Provision of placement/secondment opportunities
- Support to develop transferable skills
- Speedier and easier induction into the formal and informal world of employment
- Ready access to senior managers that can aid the mentees self-confidence.
- Training in organisation politics
- Development of profession relationship with a role model who can be observed closely, helps to develop skills

### **Frequency of meetings**

It is expected that meetings with mentees will take place twice per year as standard. Of course you can meet your mentee more often if you wish. Most meetings will take place face-to-face, but Skype/telephone meetings may be appropriate if you are located some distance from Leeds. It is not always necessary for you to travel to Leeds, students can also visit you in your place of employment, if that is appropriate.

### **Support and Resources**

Please contact us on [regenmed@leeds.ac.uk](mailto:regenmed@leeds.ac.uk) if you have any queries

- Please consult the mentoring section of our [website](#)