

And so we meet IRL! (Most of us)

Agenda:

- Feedback from former mentees
- Exchange of good practice
- Mentorship vs sponsorship
 - what (on earth) are we doing in GCCP?



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Former mentees in GCCP

Cristina Delgado, mentee in 2013



GenMab

since March 2019

before: NNIT, Merck Group and more

5th-time mentor in GCCP

Ruchika Singh, mentee in 2017



WattsUp Power A/S

since June 2019

First-time mentor in GCCP

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Profile



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Name: Cristina Girón Delgado

Nationality: Spanish

Living in Denmark: 10 years

Involvement in GCCP:

- Mentee 2013
- Mentor since 2019

- BSc and MSc Chemical Engineer (UCM, Madrid, Spain)
- MSc Environmental Management (DTU, Lyngby, Denmark)



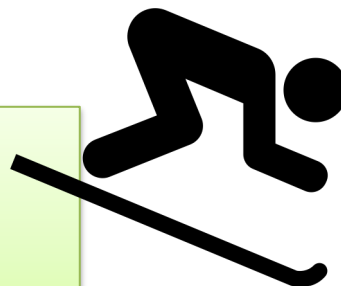
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As a mentee...

- I was “lost”
- Lack of self-confidence
- Lack of understanding of the labor market in Denmark
- Lack of understanding on the Danish culture



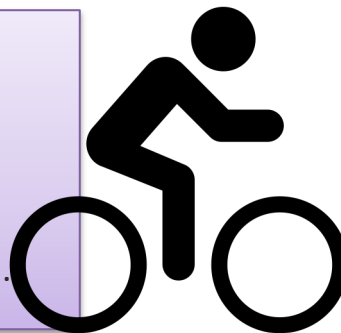
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My mentor:

- Asked me the right questions
- Shared his own experience
- Worked with me in the CV, CL, but also identifying skills, personal strengths, own value.
- Put me in contact with other professionals on my area to have a better understanding on what is to be a professional.



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As a mentor...



- Try to identify the need of the mentee and be flexible
- CV and CL: there is no right or wrong! Open discussion and critical thinking
- Skills: Strengths vs Weaknesses (talk in positive!)
- Practice a real job interview
- Put them in contact with friends on the field they would like to work to get insight (only when possible).
- Personality, hobbies, passions- makes you different and bring value!
- Learn Danish
- Tell everyone you are unemployed

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Mentor's good practice

Walk and talk for the first meeting -> "Motion your emotions"

Don't be tempted by templates

Human capabilities are needed

Ask the mentee to find some job-ads or companies they are attracted to – then ask why they liked them

Talk about the values of the company

Use mentors own network to link mentee to a person in a related job

If the mentee is narrow in their wish for a company: Use DI's homepage – here you can see all kinds of companies

Use mentors own experience in job search

Having a framework from the beginning

Use the alignment of expectation – flexibly

Ask and listen

Address the most important problem first – seen from the mentee's point of view

Remember that IDA – and other unions - have a discount for students

Help the mentee to be aware of who they are and

Help the mentee to write a cv that shows who mentee are

Urge the mentee to learn and speak Danish

Let's use LinkedIn for FAQ

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Mentorship vs Sponsorship

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A mentor has
**experience and
knowledge and are
willing to share it with
you**

Sponsors **provide
visibility**, and use their
platforms to increase
exposure



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The mentoring rules as we know them...

1. **Mentee is responsible** for agendas and has the responsibility to transfer the learning into daily practice – and to be active in the relationship with the mentor
2. Mentor has the responsibility to **be present at the meetings** in body and mind – and is not responsible for keeping the mentee active in the relationship
3. Sign an **alignment of expectations** at the first meeting.
4. **Confidentiality** is crucial
5. The official mentorship **ends after 6 months**



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Leader's Edge Magazine

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Mentors vs Sponsors

Mentors have mentees	→	Sponsors have protégés.
A mentor could be anyone in a position with experience desired by a mentee who can offer advice and support.	→	A sponsor is a senior level staff member invested in a protégé's career success.
Mentors support mentees through formal or informal discussions about how to build skills, qualities and confidence for career advancement	→	Sponsors promote protégés directly, using their influence and networks to connect them to high-profile assignments, people, pay increases and promotions.
Mentors help mentee craft a career vision	→	Sponsors help drive their protégé's career vision
Mentors give mentees suggestions on how to expand their network	→	Sponsors give protégés their active network connections and make new connections for them
Mentors provide feedback to aid a mentee's personal and professional development	→	Sponsors are personally vested in the upward movement of their protégé
Mentors offer insight on how a mentee can increase visibility through finding key projects and people	→	Sponsors champion their protégés visibility, often using their own platforms and reputation as a medium for exposure.
Mentors passively share the "unwritten" rules" for advancement in their organization with mentees	→	Sponsors actively model behavior and involve protégés in experiences that enable advancement



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Harvard Business Review

Harminia Ibarra,
London Business School



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A New Way of Thinking About Sponsorship

Sponsorship is not an either/or role—either committing fully or not at all. It's a spectrum of different kinds and degrees of support.



Source: Herminia Ibarra

HBR



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From mentor to sponsor

- **Strategizer:** An executive shares their ‘insider knowledge’ about how to advance in the organization. They strategize with their mentee about how to get ahead and how to fill any developmental gaps that might block her progress.
- **Connector:** An executive makes introductions to influential people in their network. They talk up their mentee with peers, and use those interactions to learn more about how she is seen by others.
- **Opportunity giver:** An executive gives their protege a high visibility project or promotion, within the scope of roles under their control.

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Mentee or protégé??

Mentee

- may be an insecure person
- does not know which job he / she should apply for
- shows his / her weaknesses
- needs conversation and reflection

Protégé

- Is confident
- Is determined
- shows only his / her strengths
- needs action plans and direction

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Mentors Toolbox

find it on lisaott.dk

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- Slides from mentor meetings
- Alignment of expectations (at the first meeting)
- Mentees preparation (before first meeting)
- Question to the mock job interview
- SMART – goals
- Eisenhowers Matrix
- About Garuda profile
- *"Mentors Motivation"* by David Clutterbuck
- Links: Erin Meyer and Geert Hofstede and more....



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