

Mentor in GCCP

Agenda:

- About GCCP
- Who are in the room
- Experiences with other cultures &
- Exchange of good practice



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TALENT TO
DENMARK

G - CCP

- Started in 2012 with a 3 months pilot program as CCP
- Received funding in 2013 for 3 years with one admission per year
- CCP in 2015 it expanded to **Greater** CCP and got Foreningen Nydansker as a partner for the mentor program
- In 2016 GCCP got more funding and now have two admissions per year with up to 160 students p.a. and with a contract until 2019
- In 2020, the funding was extended by 7 rounds until September 2023. Relocare took over the mentoring work from Nydansker.

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The participants GCCP13

- 155 applicants – 76 participants
 - Perspectiv have 31 participants this time
- 33 different countries
- 9 educational institutions – most from KU, DTU and CBS
- Read more at lisaott.dk – mentors toolbox

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Mentee workshop & presentation



København Kommune

LinkedIn, Networking &

About our mentors

CV
Let
Pho
Wo



Two online courses



WHO ARE OUR MENTORS?

Mentors are employees or entrepreneurs from different companies in the Copenhagen area - within your professional field. They work on a voluntary basis

WHAT HAPPENS WHEN YOU GET A MENTOR?

6 months' commitment
Meetings and correspondance with your mentor
Matchmail in mid November (incl. invitation to our LinkedIn group)



Mentees workshops

Ceremony
Diplomas & Reception

Private
Emil Holms Kanal

Guidelines

- Systematic
- Punctuality
- Procedures
- Fixed frames
- Self-controlled
- One thing at a time
- Outlined frames

Baser



ES
SE

Visible Results

Direct results

Ongoing results

Creating results

Result-oriented

Short term goal

Daily routines

Quick results

Time efficient

Best results

Daily results

Efficiency

Impatient

On time

Energetic

Direct

Intuitive

Visions

Senses

Changes

Innovative

Concepts

Long-term

Driving force

Higher goals

Opportunities

Strategies

Methods

ing

Results

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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Mentors Toolbox

find it on lisaott.dk

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- The mentees' program
- 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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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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Happy GCCP13

- GCCP13 ends in March 2022
- GCCP14 starts in April 2022 – with a mentor meeting April 4. 1715 – 1930

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