

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 three months pilot program as CCP
- Received funding in 2013 for three years with one admission per year
- CCP in 2015 expanded to **Greater** CCP and got Foreningen Nydanske 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 seven rounds until September 2023. Relocare took over the mentoring work from Nydanske.

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PURPOSE

To help international students find a job in Denmark after graduation

HOW

- Through participation in the Greater Copenhagen Career Program the participants get tools for their job search and get in contact with the labour market during their studies
- A partnership between Københavns Erhvervshus, Copenhagen Capacity and a number of universities
- Financed by EU Social Funds and Copenhagen Municipality through the national program Talent to Denmark



The participants GCCP14

- 190 applicants – 90 participants. 42% female – 58% male
 - Perspectiv have 39 participants this time
- 29 different countries
- 9 educational institutions – most from KU, DTU and CBS
- A diverse range of majors - most from climate, environment and sustainability, business and economics and computer datascience.

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Garuda Workshop

Mentee Introduction

CV, Cover Letter
&
Phone Call Workshop

Presentation Technique
&
Networking Event

LinkedIn, Networking
&
Unsolicited Job Search

Job- and Mock Interview

Trade Union
&
Career

Visit to Symbion &
International Talent
Conference

Graduation Ceremony

Seminars/workshops/events

Your Job as a Mentor

- As a mentor, you are expected to meet your mentee 3–6 times during the 6-month program. The meetings usually take place at the mentor's workplace.
- The mentor and mentee must follow some simple guidelines to get the most out of the relationship:
 - The mentee must draft the agenda for the meetings and translate the learnings into their everyday life.
 - The mentor is responsible for setting aside time for the meetings with the mentee.
 - At the first meeting, a collaboration agreement is drawn, setting and aligning the expectations between mentor and mentee.
 - The mentor relationship's focus is on the mentee's career.
 - The mentor-mentee relationship lasts six months.

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Read more in mentors toolbox at lisaott.dk



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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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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 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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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 GCCP14

- GCCP14 ends in November 2022
- GCCP15 starts in November 2022 – with a mentor meeting November 1. 1715 – 1930 – in this room.

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