

# Mentor in GCCP

## Agenda:

- Short presentation and
- Introduction to the new mentors
- About GCCP15 and 16

## Sandwich

- Experiences with mentees &
- Exchange of good practice



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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

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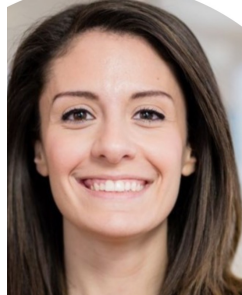
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# Being a mentee in GCCP

- A few words from former mentees: Evi, Valeria and Esra



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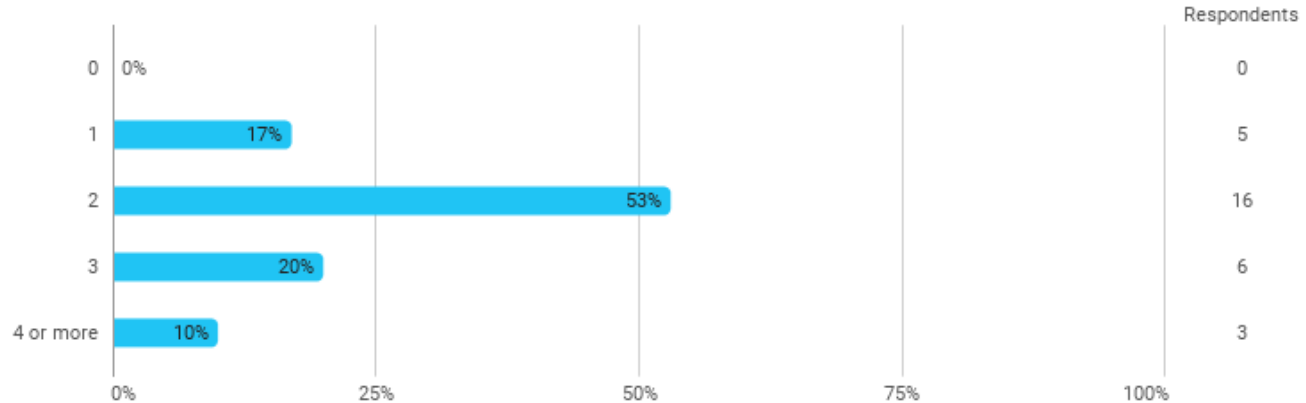
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# GCCP15: How Many Times Have They Met (midway)

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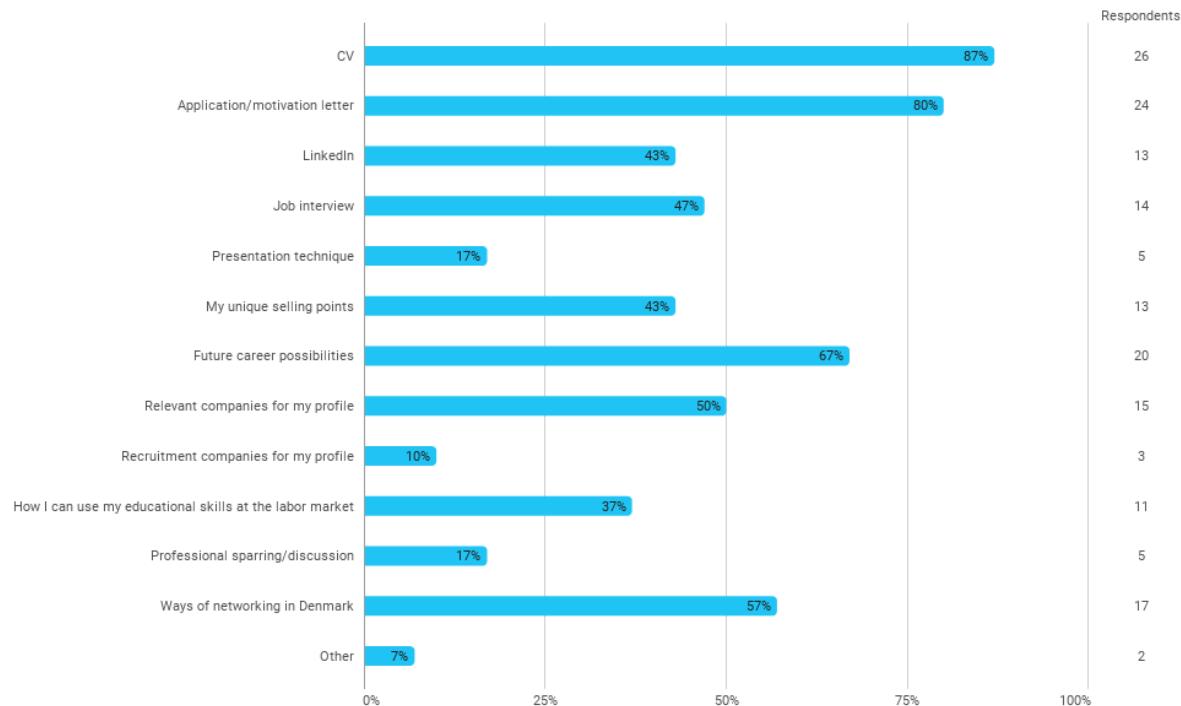


# GCCP15: Topics discussed

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# GCCP16

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# GCCP workflow

## Preparing the mentor program

1.  
Mentees apply for participation.  
Copenhagen Business House got 191 applications for 88 seats.

2.  
I receive the cv's for potential  
Perspectiv-mentees from Copenhagen  
Business House.

3.  
I pick out the ones I think I can find  
mentors for - 38 mentees this time.  
  
I contact the mentors to hear if the  
mentor is ready for a (new) mentee.

4.  
I accept the mentees and give a go to  
Copenhagen Business House.

## Mentor/mentee match

5.  
The mentors fill out a mentor  
registration  
This registration will be attached to the  
match email.  
  
I make a draft for the matches

6.  
Copenhagen Business House introduce  
mentees to the mentee role before  
they receive the match-mail.

7.  
emails to all mentees with a cc to the  
mentor with cv's, mentee's preparation  
for the next meeting and more  
inspiration

8.  
Meeting for mentors. Exchanging  
experiences and information GCCP.

9.  
Mentees contact their mentor as soon  
as possible after receiving the email.  
Mentors can welcome the mentee at  
once.

11.  
Follow up on whether you have gotten  
off to a good start in the relationships

13.  
Mentor meetings.  
Mentees participate in the workshops  
and seminars in the program.

14.  
Meeting for mentors November 1st.  
2023 - where we will end GCCP16 and  
start GCCP17.



191  
applicants

88  
participants  
50/50 male/female

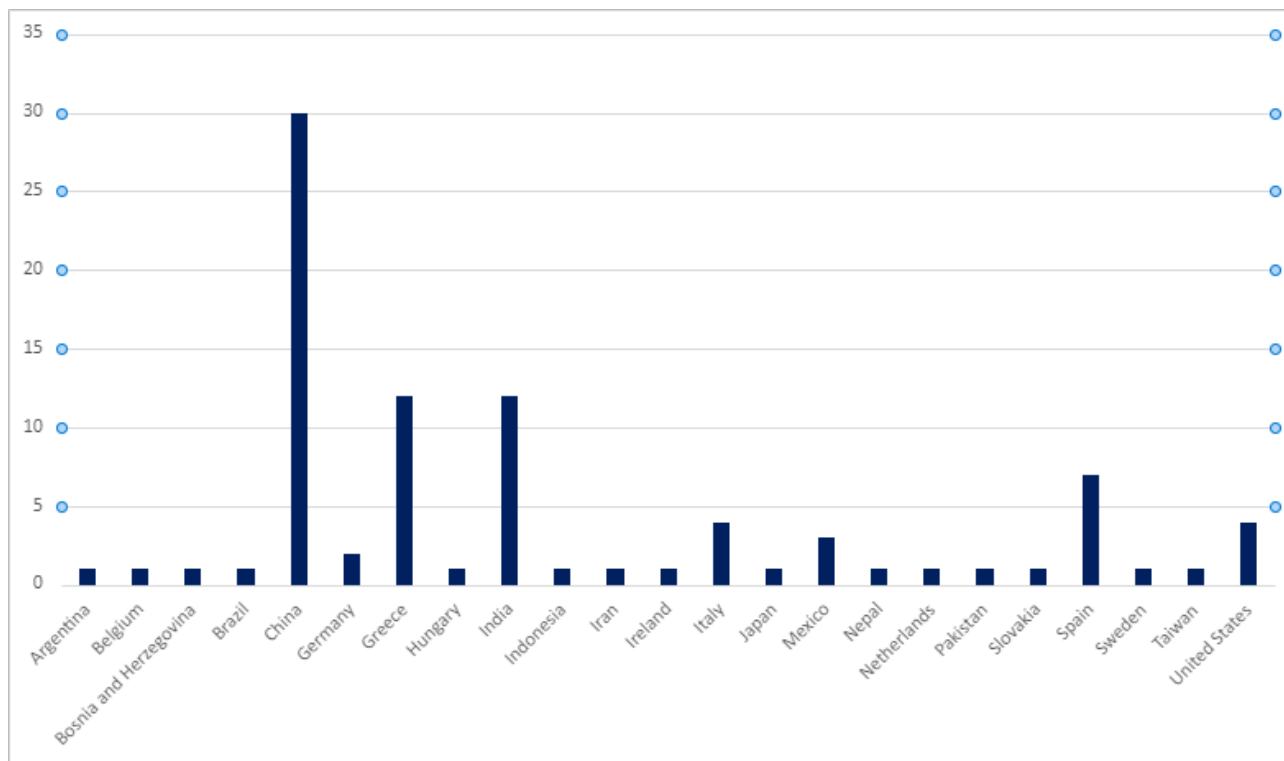
38 mentees  
at Perspectiv

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from 21 different countries



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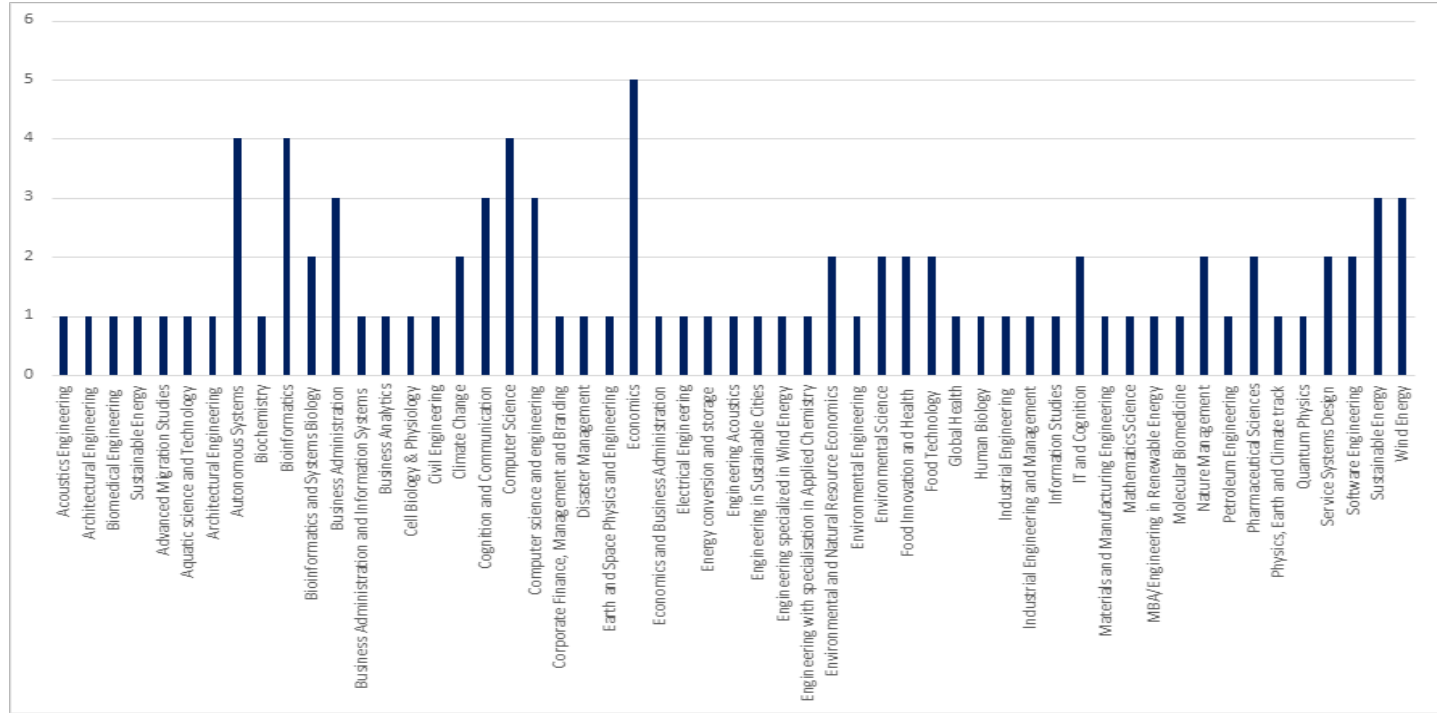


# A diverse range of majors

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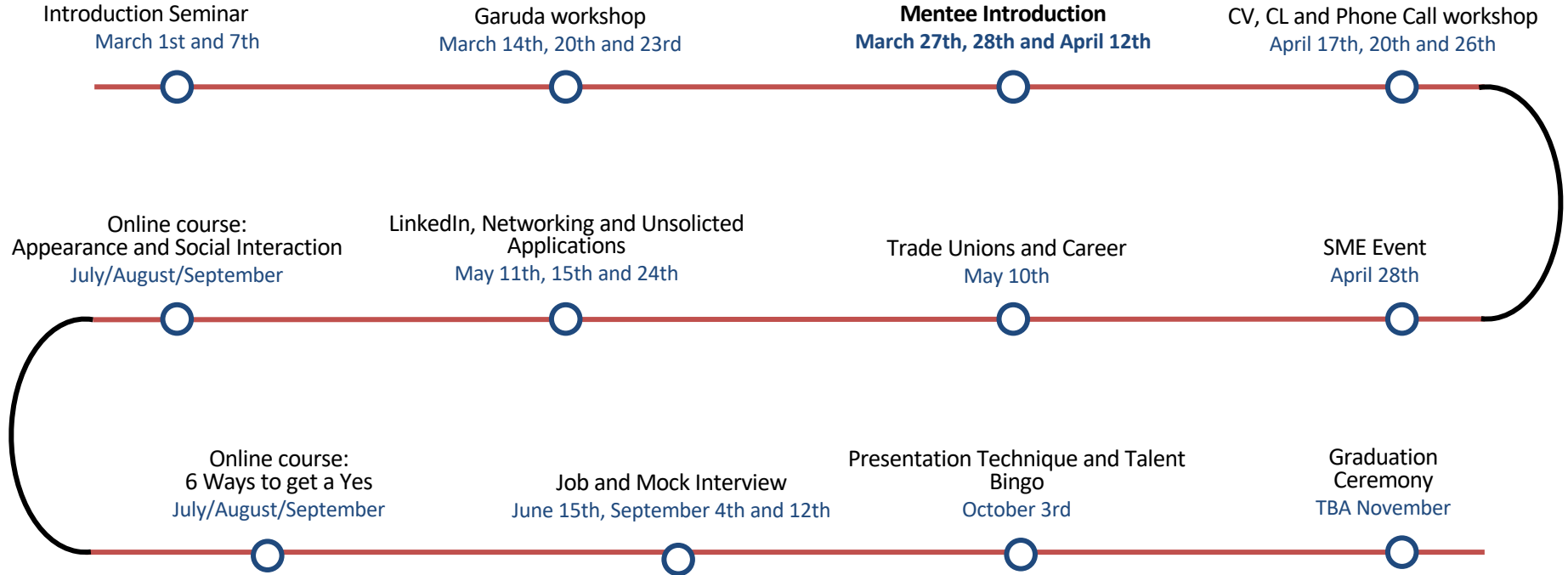
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# Greater Copenhagen Career Program: Workshops



# 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](https://lisaott.dk)



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# Mentors Toolbox

find it on [lisaott.dk](https://lisaott.dk)

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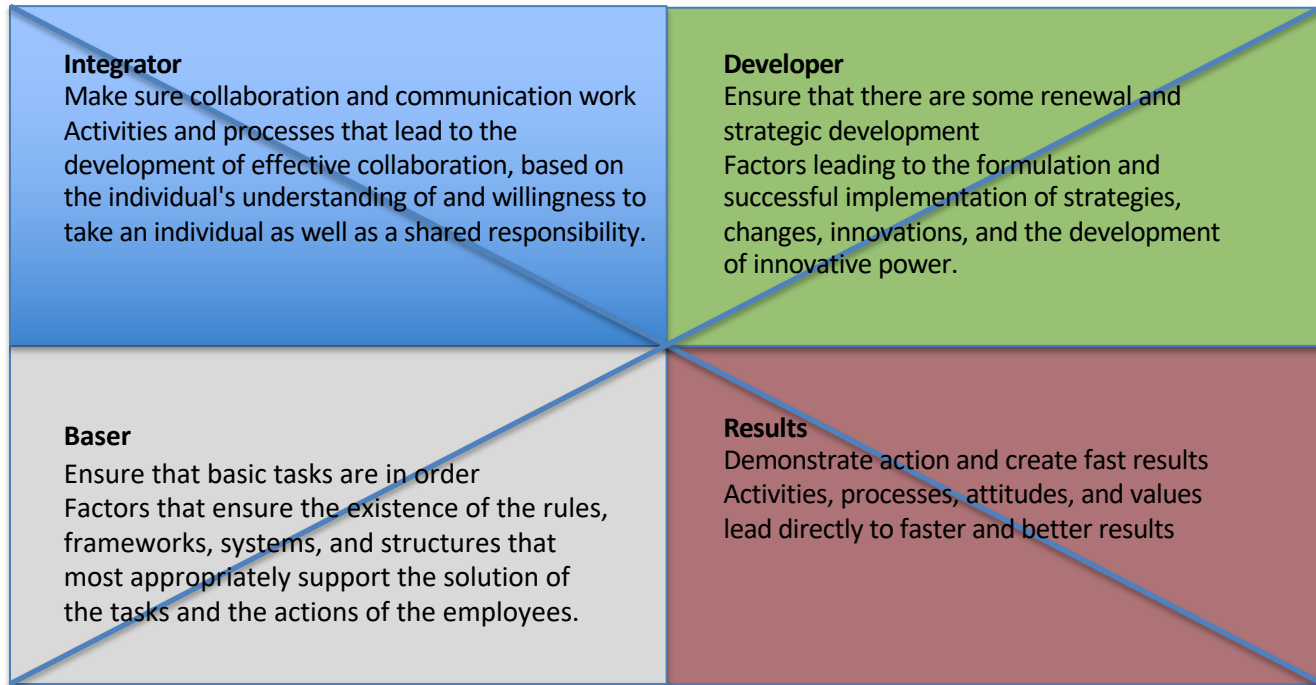
- The mentees' program
- Slides from mentor meetings
- Alignment of expectations (at the first meeting)
- Mentees preparation (before first meeting)
- Question to the mock job interview
- SMART – goals
- Eisenhowers Matrix
- A Garuda profile demo
- "*Mentors Motivation*" by David Clutterbuck
- Links: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



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# Garuda

the students become aware of their forces and development points.



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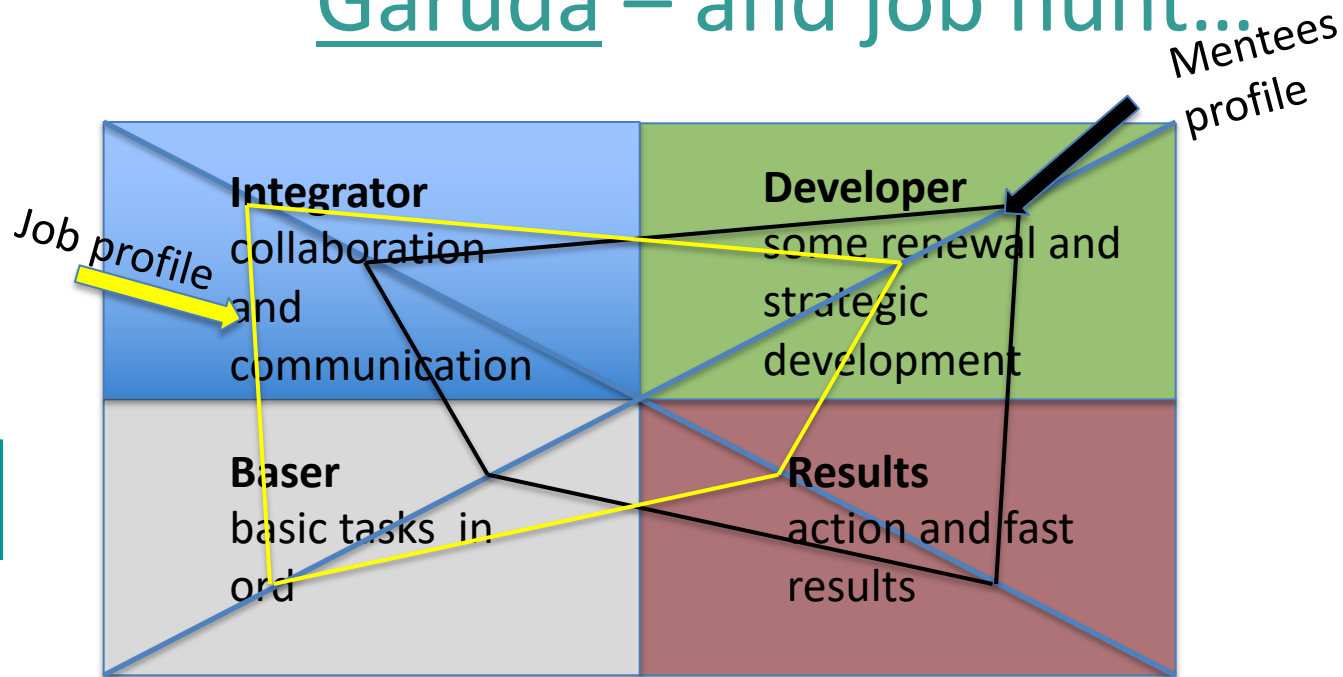
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# Garuda – and job hunt...



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## Do you still want the job?

if yes – what do you need to do?



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# Discussions about being a mentor

- How can we ensure that we get the proper feedback?
- How can we make the mentee feel comfortable in the relationship?
- How can we set aside time to ask the mentee about their culture and their points of view?
- And:
  - All mentees are chosen from a large group of applicants. But many things can happen from their application to the first meeting with the mentor.
  - Do not take it personally if the mentee does not get back to you – but let Lisa know!

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# Mentor's good practice

## – from previous meetings

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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# Invitation!

KØBENHAVNS ERHVERVSHUS

WOULD LIKE TO INVITE ALL MENTORS AND  
STUDENTS OF THE GREATER COPENHAGEN  
CAREER PROGRAM TO AN INSPIRING EVENING OF

## TALENT BINGO AND NETWORKING

October 3rd 2023 from 5PM ->  
7.30 PM

Venue: Microsoft, Lyngby

Program to be revealed soon

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# Important dates in 2023

- **Graduation Ceremony for GCCP15**
  - May 8th (you can still sign up)
- **Talent Bingo for GCCP16**
  - October 3<sup>rd</sup>
- **Mentor meeting for all mentors**
  - November 1<sup>st</sup> 515PM – 730PM 2023
- **Graduation Ceremony for GCCP16**
  - November (to be announced)
- GCCP16 ends primo November 2023
- GCCP17 begins in October 2023

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