

A blurred background image showing a group of people in a meeting or discussion. The image is out of focus, with a person in a dark shirt on the left and a person in a red top on the right. The overall scene suggests a professional or collaborative environment.

Kick-off meeting SUNDS mentor program 2024

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Agenda

4.00 PM – 4.35 PM
Mentees in room 13.163-
Mentors in room 13.183

- Preparing for the mentorship

4.40 PM - 4.55 PM
Plenary

- Match
- Tools and inspiration

4.55 PM – 5.30 PM

- First Meeting

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Mentors



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Words from a former mentee

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Sasmita Kusumastuti

Safety Operations Adviser Specialist at Novo Nordisk

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Mentees and mentors

4 out of 40
mentees come
from Denmark

13 out of 36
mentors come
from Denmark

All 40 mentees are
post.docs from
SUND

8 mentors from
industry, 5 from
other faculties than
SUND

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Geert Hofstede's six dimensions

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- **INDIVIDUALISM VS COLLECTIVISM**
 - In an individualistic society, people look after themselves and their immediate family. In a collectivist culture, people belong to "groups" that loyally care for each other.
- **MASCULINITY VS FEMININITY**
 - The feminine dimension means that the dominant values in society are caring for others and their quality of life. The masculine dimension is characterized by achievement, impact, and material rewards for success.
- **UNCERTAINTY AVOIDANCE**
 - This dimension deals with the extent to which people are comfortable or uncomfortable with uncertainty. If you are the type who thrives best on taking things as they come, you are described as comfortable with uncertainty and will have a low scorer in this dimension.
 - If you are uncomfortable with uncertainty, you will have a high score in this dimension.
- **POWER DISTANCE**
 - This dimension deals with how differently people view authority and, thus, how faithful one is to authority. Power distance can tell you something about how you, as an employee, see the role of the boss.
- **LONG-TERM ORIENTATION VS SHORT-TERM NORMATIVE ORIENTATION**
 - Those who think long-term focus on and appreciate the past and traditions. They are also patient and accept that the results of, e.g., work will only become visible further into the future. Within the long-term mindset, changes in society are viewed more sceptically.
 - Those who think short-term focus on the future and want quick results. Innovation, progress and change are valued.
- **INDULGENCE VS. RESTRAINT (Hedonism vs. Restraint)**
 - Deals with whether the society/group is governed by the urge to act according to natural impulses and focuses on having fun and enjoying life (hedonism) or whether one is controlled and restrained and thrives on following established and social norms.

Geert Hofstede ->

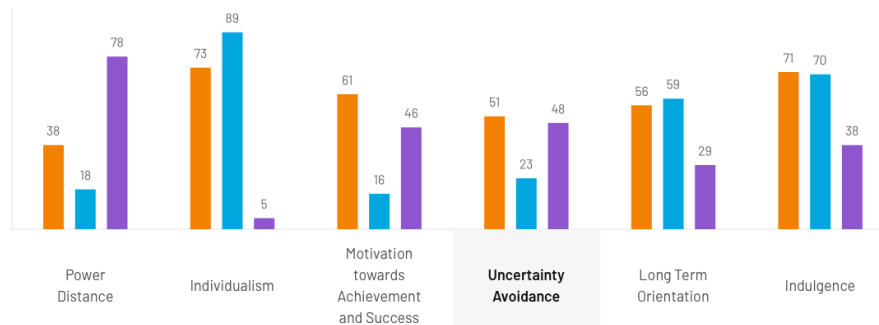
COUNTRY COMPARISON TOOL

Select one or several countries/regions in the menu below to see the values for the 6 dimensions.

The data in the graph below may be used for non-commercial or non-profit purposes only. For inquiries regarding commercial use and to gain access to detailed cultural data, including regional and demographic insights, please [contact us](#).

Learn how [AI struggles to navigate cultural complexities](#) and its implications for global business in our in-depth analysis.

Australia x Denmark x Indonesia x |



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Useful links

- Psychological help for employees at KU:
 - [Psychological counselling - KUnet](#)
- Whistleblower links for employees at KU :
 - <https://kunet.ku.dk/employee-guide/Pages/HR/Offensive-behaviour.aspx>
 - <https://kunet.ku.dk/others/search/Pages/KUnet.aspx?k=whistleblower>
- Help related to research issues:
 - <https://healthsciences.ku.dk/research/responsible-conduct-of-research/>



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The first meeting



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Find the
template on
lisaott.dk

Alignment of expectations

A working paper you can return to to check whether you're still on the right course.

- **Goals**
 - Describe a maximum of three objectives of your mentor relationship (mentees have prepared that)
- **Practical framework**
 - Describe the practical terms of the relationship concerning confidentiality, frequency and initiator of meetings

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SUNDS Mentor program / Alignment of expectations

Objectives:

.....and

mentor mentee

agree to the following objective:

(Describe a maximum of three objectives of your mentor relationship)

- 1.
- 2.
- 3.

Practical terms

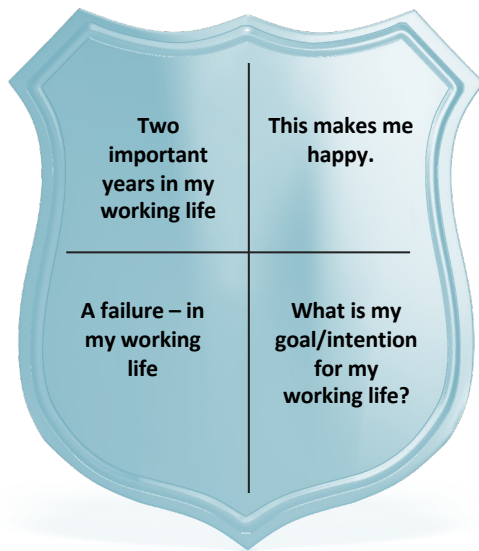
Describe the practical terms of the relationship concerning confidentiality, frequency and initiator of meetings:

Signed by

mentor/mentee

date

The first meeting



- Draw your "coat of arms."
- Use it as a presentation of each other.

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Learning and evaluation in meetings

To be filled in by the mentee

Before the meeting:

1. What stands out from the previous meeting?
2. The goal discussed in the previous meeting:
 - How have I worked on it?
 - What went well? / What was difficult?

At the end of the meeting: spend a few minutes answering the following questions and briefly discuss your thoughts with your mentor before you part.

- What's been useful in this conversation?
- What would you like the mentor to focus on more?
- What will you work on before the next meeting?

To be filled in by the mentor:

Before the meeting:

- What stands out from the previous meeting?
- The goal discussed in the previous meeting: _____

At the end of the meeting: spend a few minutes answering the following questions and briefly discuss them with the mentee before you part

- What interested me most?
- What learning points have become clear to me?
- What did I learn about myself in this meeting?

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Ready - set - go!!

Happy mentoring!

The logo for Perspectiv, featuring the word "PERSPECTIV" in white uppercase letters on a teal background that tapers to the right.

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Remember to set the date for your next meeting

Find more inspiration at lisaott.dk