



## Introduction to mentoring

When considering the lives of successful men and women it is often the case that these individuals were fortunate to have been taken under the wing of an experienced elder. It still happens today and if you are lucky a senior colleague will take an interest in you and your career. Some institutions are recognizing the power of mentoring and are putting mechanisms in place to ensure every junior staff member has a mentor. But what do you do if this doesn't happen? Or, if you do get a mentor how can you ensure that the relationship is rewarding to both parties?

This half day session will consider:

- Benefits of mentoring for mentee and mentor.
- How to identify and approach the right person.
- Building the mentor-mentee relationship
- Managing expectations
- Goal setting
- Feedback
- Paying it forward

A 3-hour session suitable for early career researchers

Dr Jennifer Allanson runs a successful training and development company. Senior colleagues mentored her through the early years of her previous academic career, and in recent years she has benefitted from a business mentor and life coach who has helped her to grow and develop her business.