



COMPÉTENCES MAROCAINES DU MONDE



MENTORING PROGRAM

→ Call for mentors and mentees wave #1



MENTORING

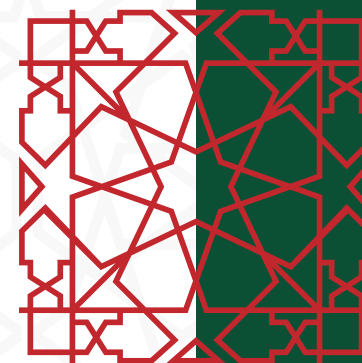
One of the key initiatives of the **CM²** association dedicated to doctoral and post-doctoral students

Key points

- Structured program with supportive team and tools
- Tailored pairing performed by the Mentoring program team
- Valuable program thanks to experienced mentors, the quality of exchanges and win-win interactions

We are now launching Wave#1

Kick-off meeting date (Zoom)



Being a part of our program is a mindset.

MENTORS

- High **experience** and **expertise**
- Able to build trust, good listener, open minded
- People oriented
- Ability to help the mentee set and attain his/her goal
- Willingness to commit time to help the mentee and the university
- Emotional intelligence, self-awareness, restraint, diplomacy and patience

MENTEES

- **Transformative** and **voluntary** mindset
- Diversity of functions, background
- But ambition, energy and willingness to progress
 - Willingness to **accept feedback** positively and to act based on it
 - Willingness to formulate a **career plan** and to be constructive
 - Emotional intelligence, self-awareness, restraint, diplomacy and patience



Mentoring program : different phases



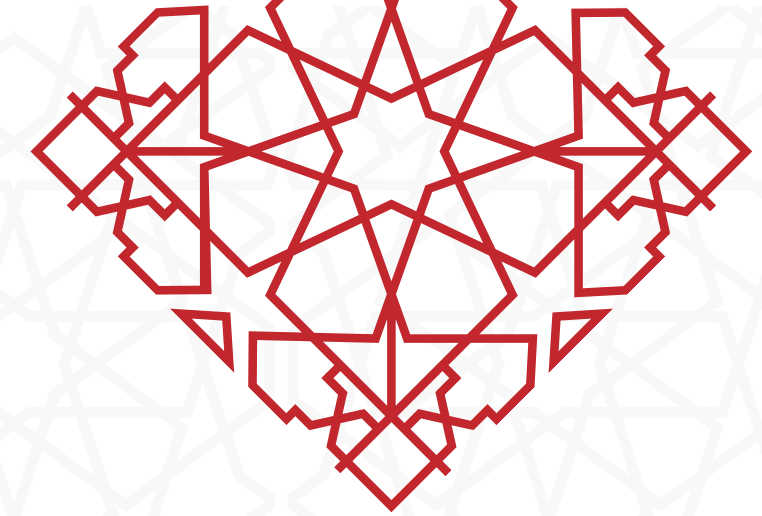
- Build the **relationship**
- Define **expectations** and **ways** of working.
- Clarify the mentee's **objective**
 - “contract”

- Explore various ways to **obtain mentee's objective**
- Mentor provides **challenge** and **support**
- Mentee tries **new ideas**
- Mentee **shares** results from actions and **revisits** his/her goals to **check** progress

- The formal mentoring relationship should end **after 9 months** to ensure a certain dynamic and focus.
- **Regular meetings** ending with actions allow mentee to make substantial progress.

Practical aspects

- ✓ Organization is the mentee's responsibility, she/he will set the first meeting
- ✓ Favor face-to-face meetings when possible, but not mandatory
- ✓ Frequency average: once a month
- ✓ Duration : 9 to 12 months
- ✓ Role of Mentoring team : Initialization & Support
- ✓ A mentoring guide/mentee-mentor charter with useful tips are available (last slide)



MENTOR & MENTEE CHARTER

MENTORS rights & duties

- Be available and be regular in her/his relationship with the mentee.
- Bring experience, expertise and contacts to the mentee.
- Be frank and direct in it's relationship with the mentee by providing constructive feed-back.
- Encourage/motivate her/his mentee and value her/his successes.
- Introduce a trustful relationship.
- Contribute to improve the mentoring program giving feedback through surveys or interviews organized for this purpose.

MENTEES rights & duties

- Be available, flexible and punctual in her/his relationship with her/his mentor.
- Be open and willing to learn, hear criticism and challenge yourself if necessary.
- Be honest and transparent in her/his expectations, needs and objectives.
- Introduce a trustful relationship, respecting confidentiality of exchanges with mentors and using her/his contact only with her/his endorsement.
- Contribute to improve the mentoring program, giving feedback through surveys or interviews organized for this purpose.
- Recognize and respect the value of the mentor's engagement.
- Subsequently share and build on her/his experience as a mentee to become a mentor when possible.

