Mentorship Program (IO4)

Porto, 05.02.2020, Steinbeis

Approach

The mentorship program is an integrated part of the international ifempower curriculum.

The mentorship program contributes significantly to attract female students for the new study program.

"The experience gained on the mentoring programme will be the most important effect and value of the ifempower project." (Quality Assurance)

What for Whom?

ifempower entrepreneurship module:
Female students benefit from curricula resulted from collaboration between universities

ifempower mentorship component:
Female students are mentored by entrepreneurs in order to learn that it is feasible to become entrepreneurs – and achieve practical experience

ifempower service component:
Students (also other interested women) benefit from advise according to their needs: coaching, networking, legal or financial issues, etc.

ifempower handbook for mentorship serves:
➢ university teachers who are responsible for the new curricula
➢ administration of universities;
➢ newly established Entrepreneurship Support Points

Mentorship Handbook: planning

M6	2019	February	elaboration of draft scheme and quality assurance
M7	2019	March	discussing draft scheme at 1st Transnational Meeting (Iceland)
M8 – M9	2019	April – May	identifying national specificities concerning the mentorship programme (Austria, Iceland, Hungary, Romania)
M10	2019	June	completing draft version of the handbook and mentorship program
M11	2019	September (June)	discussing and agreeing final scheme at 2nd Transnational Meeting (Spain)
M12 – M16	2019	August – December	finalizing handbook and quality assurance
M16	2019	December	launching updated work version of handbook (milestone 3)
M13 – M18	2019 – 2020	September – February	translation of handbook and integration of the mentorship programme to the partner universities' course offer
M18	**2020**	**February**	**validating the mentorship program** and the counselling programme/female entrepreneurship support points (O6) at multiplier event
M19 – M35	**2020 – 2021**	**March – July**	**piloting and testing** mentorship program at participating HEIs
M31 – M33	2021	March – May	evaluating mentorship program (updating, finalizing)
M35	2021	July	launching final version of handbook (O4)

Basis of the handbook: best practice examples

AUSTRIA	GERMANY	HUNGARY	ICELAND		PORTUGAL	ROMANIA	SPAIN	International
female FOUNDERS	SCHOOL OF INTERNATIONAL BUSINESS AND ENTREPRENEURSHIP STEINBEIS UNIVERSITY	DESIGN TERMINAL	Nýsköpunarmiðstöð Íslands		womenwinwin.com connecting women & business	The Entrepreneurship Academy	Spain Mentoring	WEgate
lean in Femspace	SPITZENFRAUEN Frauen in Führungspositionen	Effemine	SVANNI LÁNATRYGGINGASJÓÐUR KVENNA					
PWN	VIENNA PROFESSIONAL WOMEN'S NETWORK		Y-MENTORING					

Internal working analysis with information on each of these programs is available at:

https://stz-ost-west.de/wp-content/uploads/2019/08/ifempower_IO4_supporting-document.pdf

Content of Handbook

1.   Executive Summary
2.   Introduction

3.   Mentoring Program Empowering Female Entrepreneurs
3.1.   Mentorship
3.1.1.   Brief history of mentoring: origins and its development till now
3.1.2.   Definition of Mentoring
3.1.3.   Mentorship program as integrated part of the international ifempower curriculum

3.2.   How to build up the mentoring network
3.2.1.   Identifying suitable mentors
3.2.2.   Creating an ifempower mentorship network
3.3.   Mentor-Mentee Relationship

3.3.1.   General Provisions
3.3.2.   Steps of collaboration
3.3.3.   Supporting documents to organize mentor-mentee relationship

3.4.   Advanced Mentorship - a tool of university-industry collaboration
3.5.   National Circumstances and Specific Solutions
4.   Conclusion & Recommendation
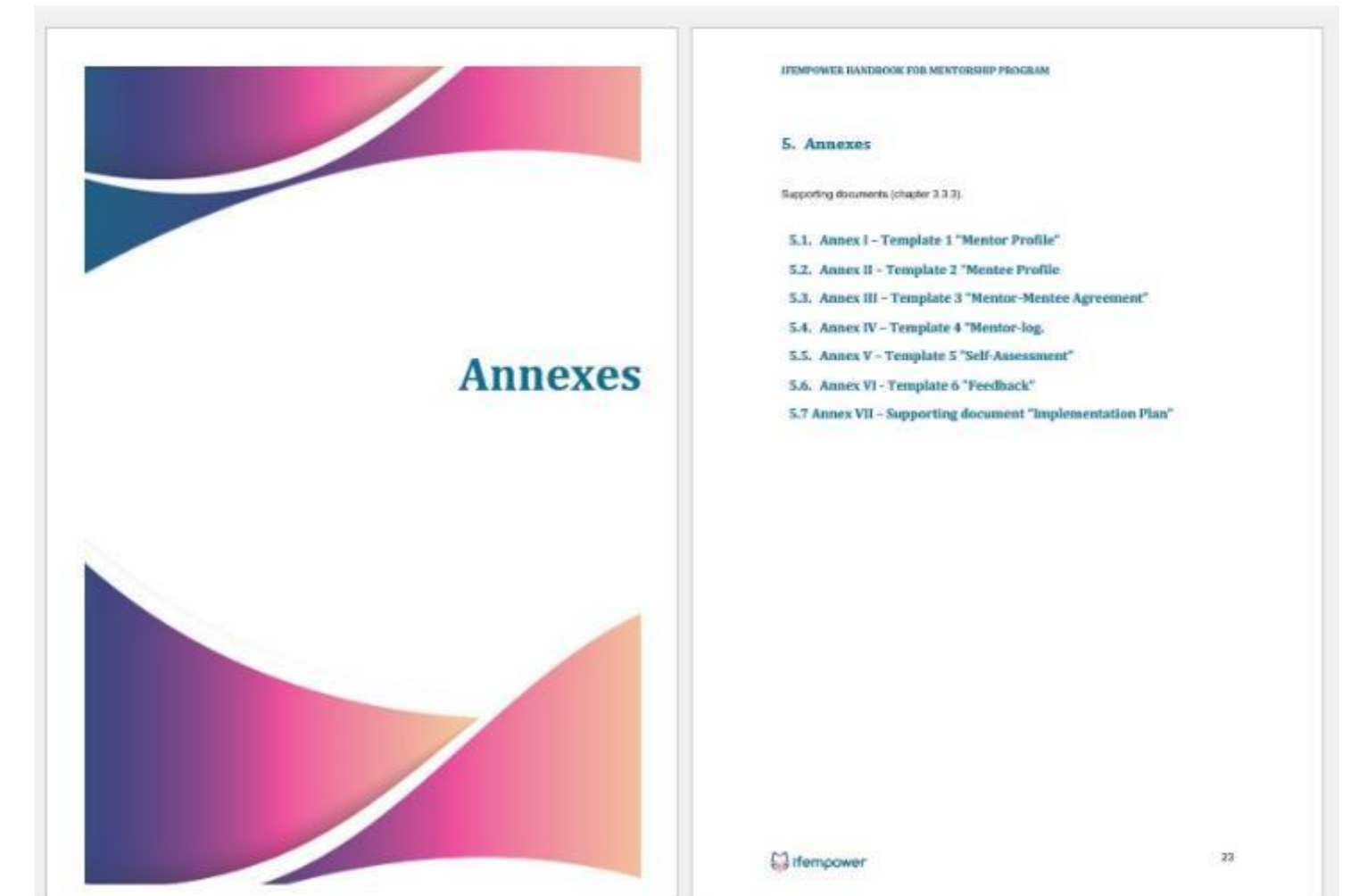
Annexes to Handbook

Annex I   - Template 1 "Mentor Profile"
Annex II   - Template 2 "Mentee Profile"
Annex III   - Template 3 "Mentor-Mentee Agreement"
Annex IV   - Template 4 "Mentor-log"
Annex V   - Template 5 "Self Assessment"
Annex VI   - Template 6 "Feedback"

Annex VII - supporting document "Implementation Plan"

Mentors

A mentor can/should offer

- information: mentors share their knowledge, experiences and wisdom;
- contacts: mentors provide valuable opportunities by facilitating academic, career, and personal contacts;
- challenges: mentors stimulate curiosity and build confidence by presenting new ideas, opportunities and challenges;
- support: mentors encourage growth and achievement by providing an open and supportive environment;
- goal setting: mentors help the mentees discover talents and interests and define and attain their goals;
- advice: mentors guide the mentee in reaching academic, career and personal goals;
- role models: by sharing stories of achievement with the mentee, mentors can become role models.

ifempower mentors: (successful) female entrepreneurs

Basics

„Duration of entrepreneurship module at Universities will be two semesters. Selection of mentors should take place before first semester ends.

Mentorship takes place in second semester. The relation will not end since the mentors have to guarantee that they support their students and will be available for counselling at least online.

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Basic rule is, that students, participating at ifempower entrepreneurship module, are responsible to find and choose their mentors. Students can look for mentors independent from their HEI or they use services, provided by their HEI."

ECTS !

Students receive **1 ECTS for successful participation** in the mentoring program.

Without successful completion of the mentoring program, the entire module cannot be considered passed.

➔ define what is meant by "successful participation"

Phases of collaboration

- before mentoring starts: generating a tandem and agreeing on goals
- during mentoring: working with the mentor
- after mentoring: measuring success and evaluating the mentorship

Mentor-Mentee Relation

Challenge: to explain why mentor is a volunteer and why ifempower mentoring program (and services included) are not designed to be capitalized

"The competencies of the students, their interests and involvement are issues what attracts mentors."

To be taken into account:

Making the difference between academic research-based mentorship program and other existing programs

Entrepreneur - integration into academic environment by using provided support documents

University understanding towards approaching the entrepreneurs

University and entrepreneurs understanding of mutual benefits resulting from non-capitalization of mentorship

All parties understanding towards main gaps that are reached through such an action

Stimulate all parties availability to follow-up through support points and further projects.

Option

Advanced Mentorship – a tool of university-industry collaboration

Possible impact of ifempower mentorship program on participating universities:

➢ Strengthens partnerships strategy of the university;
➢ Higher the rate of professionals to volunteer in mentoring;
➢ Introduce students to different assessment steps that they will have either to work with (as business owners) either to perform in case they will work for big corporations;
➢ Increases the quality of the mentorship program and its attractiveness;
➢ Increases the reputation of the mentorship program;
➢ Guarantees a better mentor–mentee matchmaking;
➢ Offer professionals alternatives to current services that they buy in order to profile their employees and contribute to knowledge and technology transfer
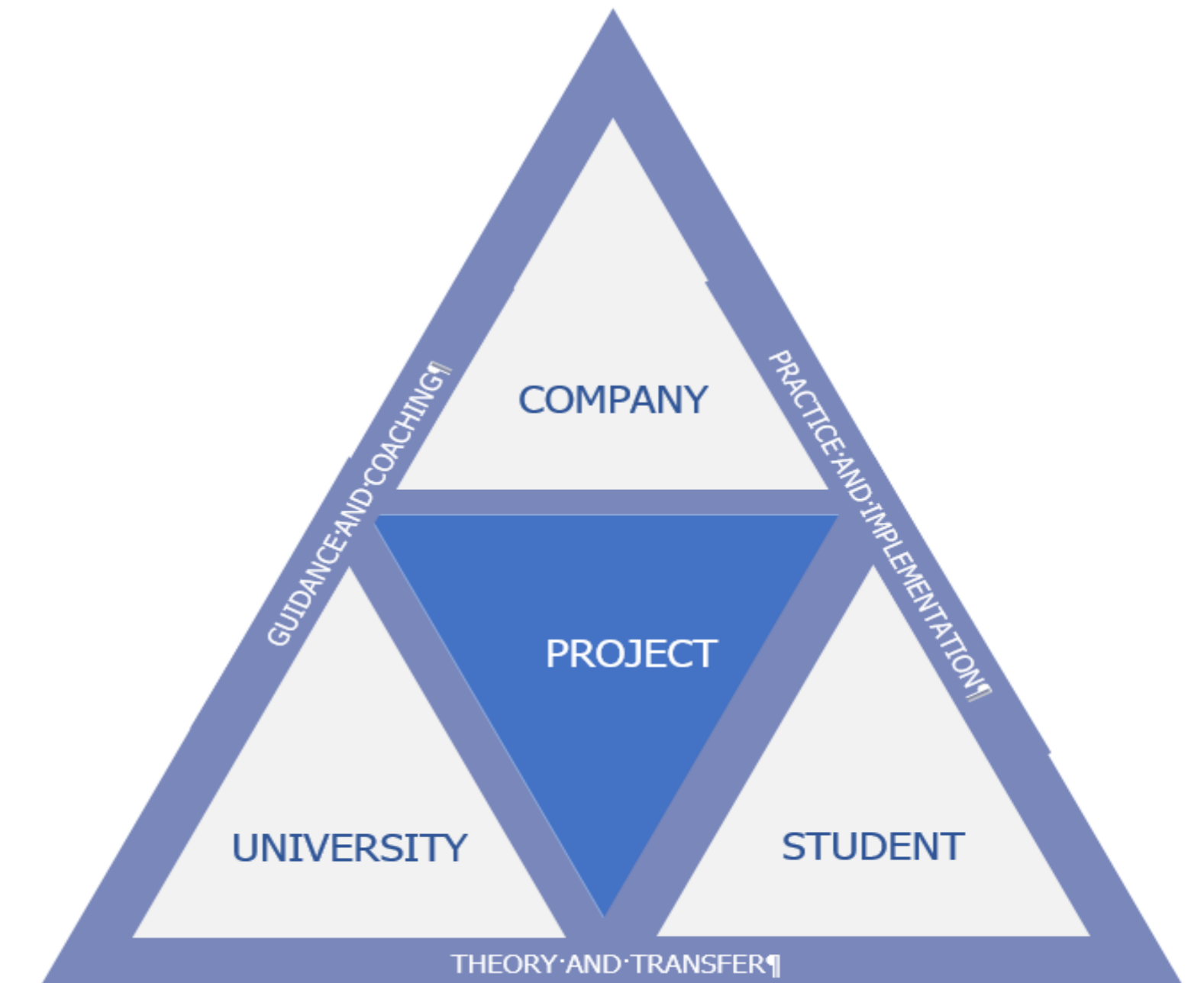
Thank you for your attention!

ifempower

Connect with Us!

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