



A FELLINI Mentoring Programme (MP)

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Why a mentoring program inside FELLINI project



From Fellini GRANT Agreement: “*The FELLINI fellowship programme is a new, high-quality fellowship scheme based on a modern **research and training approach**, which aims at research excellence and promoting researcher mobility and training. FELLINI combine best practice found across the EU with a number of innovative elements that shall provide all Fellows with an **ideal basis for their future careers, preparing them for a wide range of career options.**”*

Providing advice on career paths, helping and developing career paths, and more

Inclusive leadership training

Project managing training

MENTORING PROGRAM

mentor

Scientific training

Secondment in a different institute

INFN supervisor + External contact person

Managerial experience

Soft skills: communication & outreach training, others

Mentors/Tutors



The word itself was inspired by the character of [Mentor](#) in [Homer's](#) [Odyssey](#). In ancient Greek (Μέντωρ) he is a character of Greek mythology, son of Alcimo. Though the actual Mentor in the story is a somewhat ineffective old man, the goddess [Athena](#) takes on his appearance in order to guide young [Telemachus](#) in his time of difficulty.

Mentor is different from a supervisor/tutor

- **A mentor** intentionally focuses on building quality relationships, sharing life experiences and positive views on making the most out of a person's future.
- **A tutor** focuses on short term outcomes whereas mentoring improves the young person's capabilities for life long learning.

Mentoring is multidimensional and involves more than the academic part of a person the way tutoring does—it concerns a young person's life.

A tutor assists someone with learning a new process or concept, whereas a mentor goes far beyond the role of a tutor.

Mentoring programs: support the career of young people

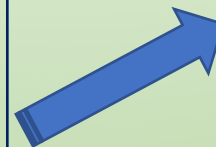
- Formal or informal, mentoring was born as a practice to support and guide young people (mentees) in their professional and personal development through the direct relationship with a senior person (mentor) who acts as a guide, from which to collect information, get in touch with new networks
 - Over time, in some realities, especially in Germany, it has become a tool to change some ways of working, where seniors, by supporting young people, change something in their way of being managers of groups, departments, etc (in a certain sense the institution generates itself).
 - Mentors have a central role
 - Many programs are now devoted to women: gender mentoring
 - Very new: gender transformative mentoring (like the INFN program for women and now also for young men where the goal is to trigger **transformative** practices towards gender equality in academia and research institutions)

Mentoring programmes

Several different approaches

Instrumental mentoring programmes focus strictly on people's careers; they assist young people to manage their paths within existing parameters that fit the needs of the organisation without interfering with its gendered structures. The mentors transfer their knowledge and experience and/or advise the mentee.

Developmental mentoring programmes favour collaborative and equal relationships. The mentor's role is similar to that of a guide, supporting the development of a critical stance by the mentee, without providing predefined answers to their dilemmas. They are centred on mentee needs. Both mentor and mentee are involved in a reflective process aimed at exploring attitudes, risk-taking choices and autonomy.



Different relations:
One-to-one
Peer mentoring
One to many

Several mentoring models

No-one is wrong

The choice will depend on the program purpose

The starting rules

Clear rules in the relation between mentors and mentees:

Respect Active listening Confidentiality

Openness and honesty also in feedbacks

Not hierarchical relation, but open Offer time Mentor is not a tutor, not a teacher

Patience Mentor has to follow the goal of the mentee

No-judgemental

A FELLINI Mentoring Programme (MP)

- Group mentoring
 - Developmental mentoring
 - Centered on mentee needs
 - The MP will last 10/12 months with the aim of achieving the own professional development goals of the mentee and developing wider career skills.
 - The main benefits of MP will be:
 - to develop personal skills and potential
 - to grow participants networks
 - gaining and appreciation for diverse perspectives
 - life and career exploration
 - ~~• in addition, in an attempt to make a real impact on the careers of female researchers, great attention will be devoted to training courses on gender diversity management.~~
- Fellows will have a training course on inclusive leadership (no women are among the fellows)

A FELLINI Mentoring Programme (MP)

The **objective of MP** is to support young researchers in the acquisition of the following skills:

- a) Leadership development in research
- b) Diversity management
- c) National evaluation criteria of research
- d) European evaluation criteria of research
- e) Ability to apply as leader for funding programmes in research
- f) Liaising between the university and private industry
- g) Balancing work/life and leisure
- h) Inclusive communication
- i) Fundamental concepts of diversity and inclusion
- j) Communicate science
- k) Writing projects
- l) Create networks

Work with mentors

- It is a **volunteer** role and **two-way commitment**
- Willingness to share personal and work experiences, knowledge, networks, commitment to the role, to reflect on own role
- **Benefits also for mentors**: new impulses, new stimuli in the work and in the life, new experiences

Work with mentors in FELLINI

- The fellows will be around 23, because some of the 30 Fellini fellows are ending their 3year- period
- Some of them just started the FELLINI program, others are at the second year.
- We ask you to share with mentees a small file (*1500 characters*) with description of your expertise, skills (look at MP objectives - page 8), remembering that you will be a guide, more than an expert in a different physics field. Add a picture of yourself
- On the base of their needs, mentees will choose a mentor

n.b. we will put your files on a private platform (access with username/password)

Work with mentors in FELLINI

- Work with mentees :
 - ✓ one mentor with multiple mentees by organizing a session where mentees bring their ideas, goals, or challenges to the group and the mentor guides a group discussion around finding a solution. The mentor doesn't lead the discussion but will support and encourage the group to help each other.
 - ✓ One mentee-one mentor : the mentee can have questions for one mentor
- The time is important: the meetings will be organized with a clear goal and they will have a defined duration
- The program will last 1 year, during which we will organize:
 - On-line meetings, each mentor could be involved in one/two group meetings in the period (two hours each)
 - One-to-one meeting on a specific item (two hours)

Thanks for the attention

Bibliography

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