



Why Mentoring is a Powerful Resource for Career Development

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Welcome



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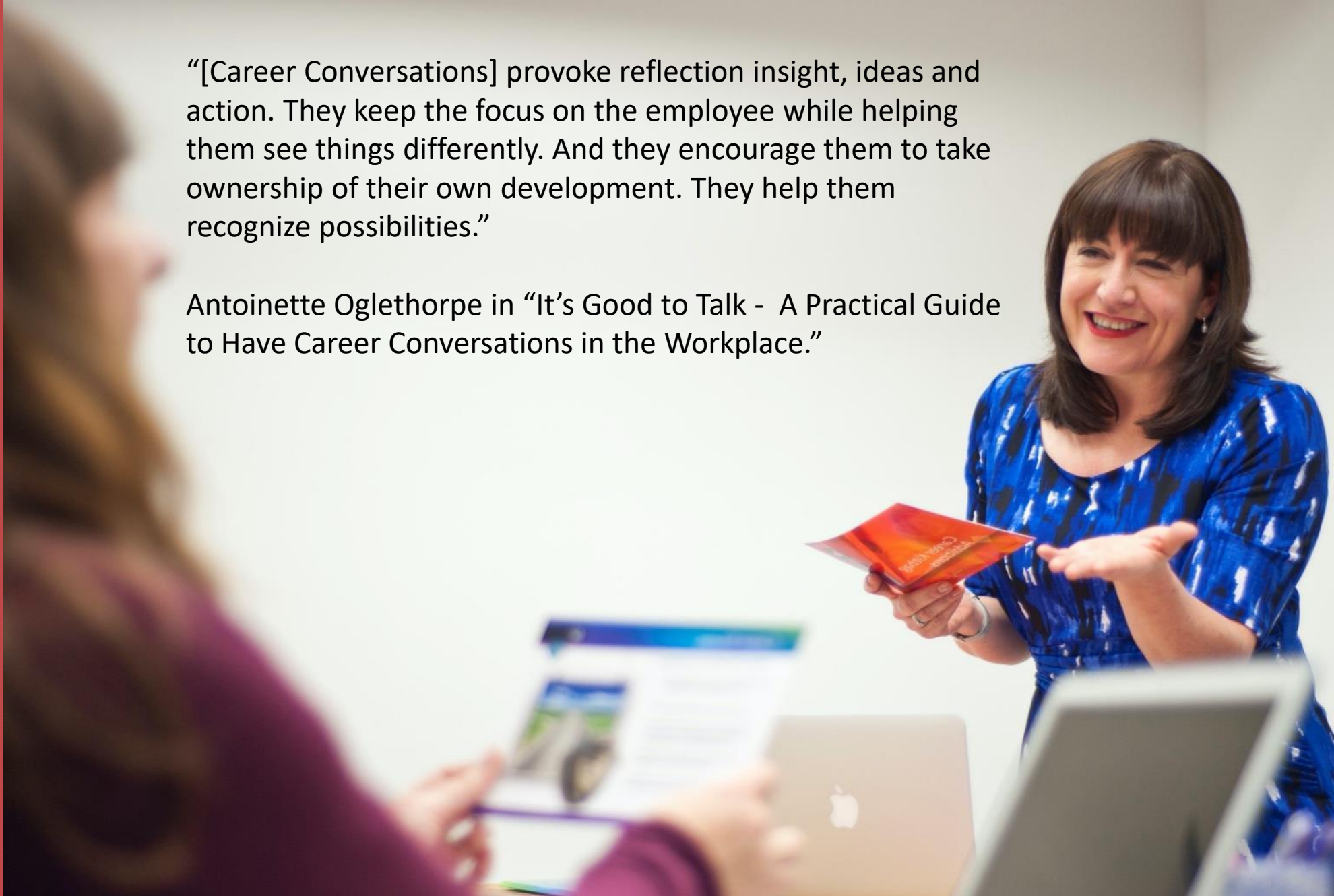
Antoinette Oglethorpe

>25 years of experience developing leaders in the Private Sector and now consulting with the UN System

- Speaker and Author on Talent Development
- Professional Career Coach and Counsellor

“[Career Conversations] provoke reflection insight, ideas and action. They keep the focus on the employee while helping them see things differently. And they encourage them to take ownership of their own development. They help them recognize possibilities.”

Antoinette Oglethorpe in “It’s Good to Talk - A Practical Guide to Have Career Conversations in the Workplace.”



“

If you ask any successful business person,
they will always have had a great mentor
at some point along the road.

RICHARD BRANSON

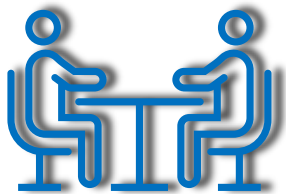
What We'll Cover in this Webinar



What is mentoring?



Why is mentoring valuable?



How does mentoring work in practice?



What is Mentoring?



Question

How would you define mentoring?

PLEASE TYPE YOUR ANSWERS
INTO THE CHAT BOX

Definitions of mentoring?

“Mentoring is an alliance that creates a space for dialogue, that results in reflection, action and learning”

“Mentoring – developing insight to turn hindsight into foresight”

“Mentoring is a synergistic relationship – two or more people, engaged in a process that achieves more than each could alone”

“Mentoring is a partnership between a less experienced mentee and the more experienced mentor, who uses their professional and life experience to help the mentee develop and advance their career.”

“

Mentoring allows you to share and learn from experience (your own and others).

ANTOINETTE OGLETHORPE

Given the challenges you are currently dealing with,
what skills or experience would be useful to you?

The Mentoring Philosophy



Traditional Paradigm

The mentor picks a protégé

A mentor is someone more senior

You should have a lot in common with your mentor

Mentoring is for young people

Mentors tell you what to do

Mentors give advice

You are a mentor or mentee

Mentoring conversations take place face to face

Contemporary Thinking

The mentee seeks mentors

A mentor is someone you can learn from regardless of age or position

Difference provides potential for greater discovery and challenge

Mentoring is for anyone at any stage of life or career

A mentor is a sounding board

Mentors assist your decision-making & problem-solving

You are both mentor and mentee

Mentoring conversations take place via technology too

Mentoring and Coaching both.....

Provide one-to-one interaction to achieve personalized learning and growth

Cater to individual needs, personal styles and time constraints

Can be conducted face to face or from remote locations

Complement formal training and educational experiences

Process real-life issues, problems and decisions

Facilitate access to information and choices about new behaviours and actions

Support the achievement of positive outcomes

What's the difference between Coaching and Mentoring?

Coaching is used when there is a well-defined goal that is based on improving skills and performance.

Mentoring is appropriate for career planning, providing general guidance, setting and achieving goals, making decisions or facilitating problem solving.

Coaching and Mentoring Behaviours

Helping someone solve their own problem

PULL

Listening to understand

Asking questions

Paraphrasing and summarising

Suggesting options

Giving feedback

Offering guidance

Giving advice

Instructing

Telling

PUSH

Solving someone's problem for them



Empowered lives.
Resilient nations.



Reflection

Who do you mentor?

Who mentors you?

Please type any comments or questions into the chat box



Why Mentoring is Valuable



Question

What do you see as the benefits of mentoring?

PLEASE TYPE YOUR ANSWERS
INTO THE CHAT BOX

Benefits to Mentees

A woman in a white lab coat is working in a laboratory. She is standing at a counter, looking down at something in her hands. The background is filled with various laboratory equipment, including glassware, a computer monitor, and other scientific instruments. The image has a blue tint.

Guided them around major procedural obstacles and pitfalls

Significantly influenced their attitudes and professional outlook

Widened their professional networks

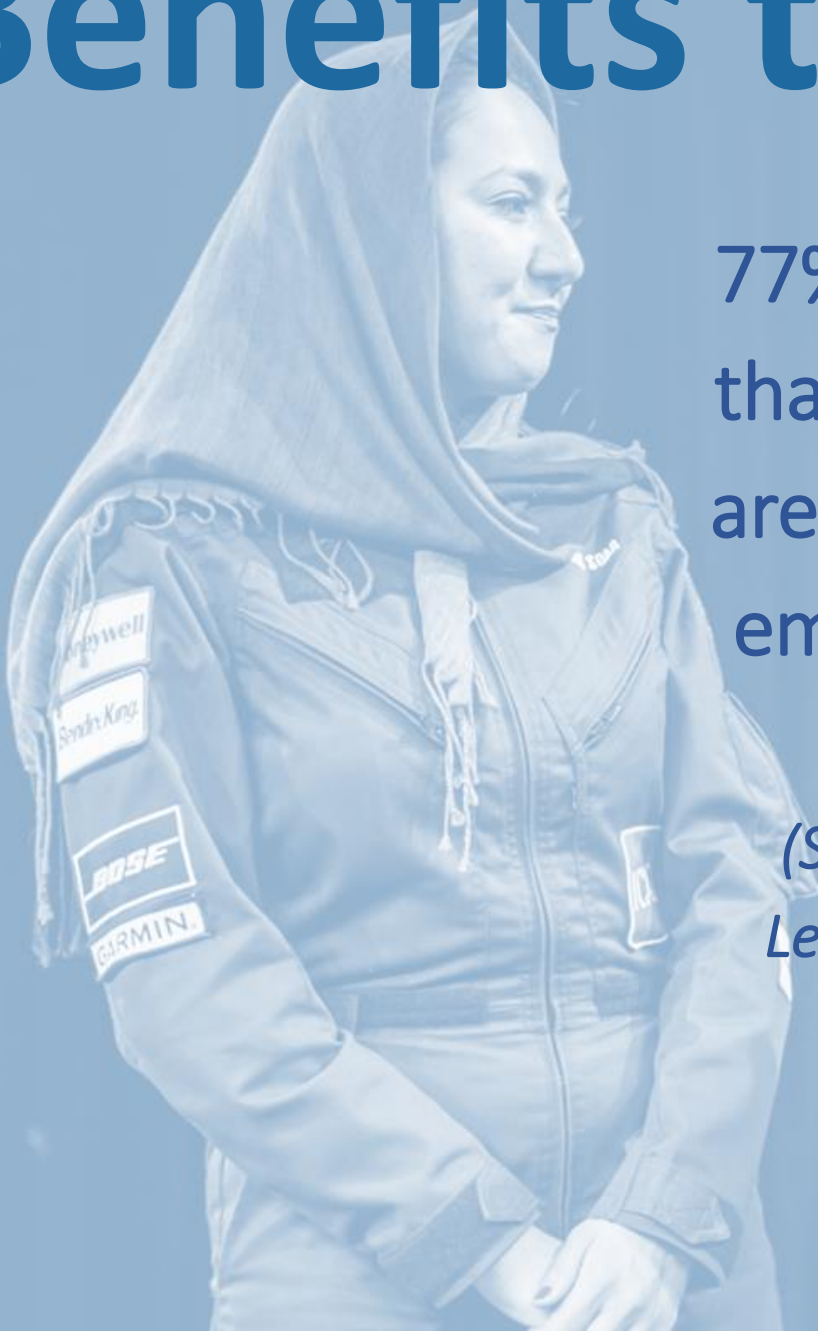
Enhanced their training and career development

Improved their performance and results by challenging their assumptions

Benefits to Organizations

77% of companies report that mentoring programs are effective in increasing employee retention and performance.

(Sources: Center for Creative Leadership; Business Finance)

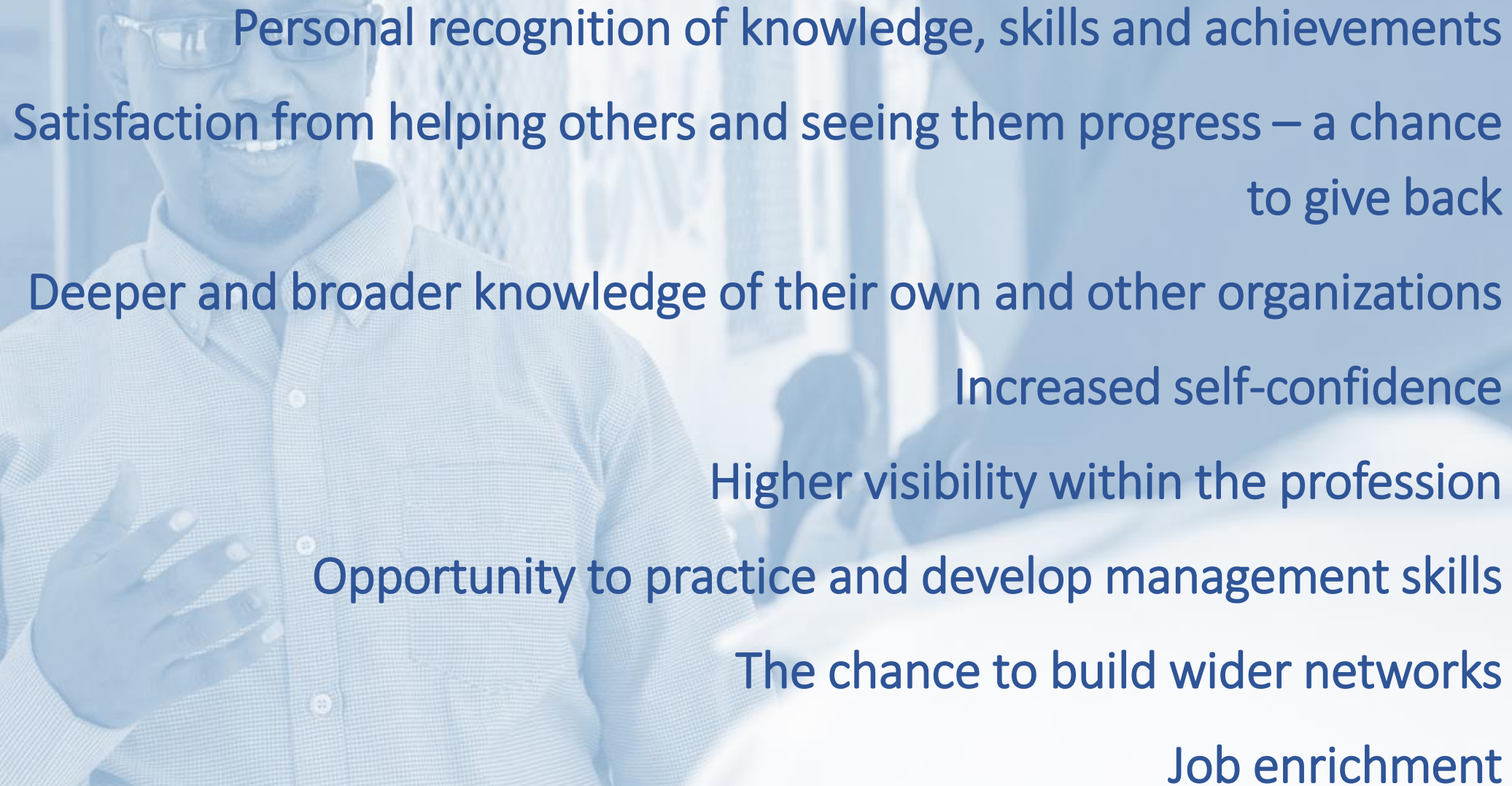


Benefits to Organizations

62% of employees who have received mentoring say they are likely to stay with their current employer.

(Source: Yellowbrick)

Benefits to Mentors

- 
- Personal recognition of knowledge, skills and achievements
 - Satisfaction from helping others and seeing them progress – a chance to give back
 - Deeper and broader knowledge of their own and other organizations
 - Increased self-confidence
 - Higher visibility within the profession
 - Opportunity to practice and develop management skills
 - The chance to build wider networks
 - Job enrichment



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Reflection

What benefit might you gain from being mentored?

What benefit might you gain from mentoring others?

Please type any comments or questions into the chat box



Activity

Write down the following question at the top of a piece of paper ‘What do I want to gain from mentoring?’

Think about the question and write down your thoughts on the paper. Be specific and think about what you really want to achieve through the mentoring relationship.



How does mentoring work in practice?







Question

What are your top tips for people new to mentoring?

PLEASE TYPE YOUR ANSWERS
INTO THE CHAT BOX

UNDP Global Mentoring Programme




Duration of the mentoring relationship	Frequency of meetings	Length of meetings	Eligibility
			
6 months	2 times the first month -> 1 time per month	30-60 minutes per session	Mentee: All UNDP Personnel Mentor: UNDP personnel (FTA, TA or PSA holder) with more than 5 years experience

226 relationships until today, 300 mentors registered.


Become a mentor, a mentee, or both!

[Learn more >](#)

UNDP Global Mentoring Programme

 English (Great Britain)



OPPORTUNITIES PICKED FOR YOU.

Jane
Your profile is looking awesome
Give it some more love

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Find a mentor that will help support, guide and encourage you on your career journey.


Not sure why you should take advantage of professional networking and build a strong mentoring relationship? Click [here](#) to find out more.





Find mentors


Mentor hub


MENTOR**SUGGESTED**
Jean-Luc MARCELIN
HUMAN RESOURCES
SPECIALIST_P3
UNDP, Human Resources

MENTOR**SUGGESTED**
Shweta NAWANI

MENTOR**SUGGESTED**
Paul Frederick ANDERTON

MENTOR**SUGGESTED**
Xiaoting ZHOU

MENTOR**SUGGESTED**
Tina Maria Saeteraas STOU

MENTOR**Become a mentor!**
Help others achieve their potential

Mentee

Shape the agenda.
Determine what they would like to get out of the discussion

Reflect on questions and share thoughts openly

Seek feedback and ideas

Commit to actions that they are going to take

Request the support they need

Mentor

Establish rapport

Ask helpful and insightful questions

Listen

Share useful insights and experience

Provide support, praise and constructive feedback

If you wish to be mentored...

- Why do you want a mentor? What is your purpose or goal and how will it benefit you?
- Who would be a suitable mentor for you? What sort of person could you respect and trust with confidence?
- What experience are you looking for in a mentor?

If you wish to
mentor...

- Do you have the ability to listen without judgement, probe without prying and expand someone's ideas without instructing?
- Can you develop rapport?
- Can you keep your ego in check, so that instead of immediately giving your answer, experience, solution or advice, you can ask questions to draw out what another already knows or can discover for themselves?



Empowered lives.
Resilient nations.



Reflection



How much might mentoring help you?

Please type any comments or questions into the chat box



What remaining questions do you have?

We offer a rich set of career development opportunities to help you grow in your career.

[Learn more >](#)



[UNDP Career Management Framework](#)



[UNDP Global Mentoring Programme](#)



[Career Development Plan Tool](#)



[Career Conversations Toolkit](#)



[Career Labs](#)



[UNDP SPARK Programme](#)



[Virtual Development Assignment Programme](#)



[UNDP Career Journey Podcast](#)



[Mentoring at UNDP](#)



UNDP Career Week 2023 Agenda

12 June - 16 June

	Continuous Learning	Moving your career to the next level - part 1	Mentoring & Networking	Moving your career to the next level - part 2	Career Clinics
Time CEST	Monday, 12 June	Tuesday, 13 June	Wednesday, 14 June	Thursday, 15 June	Friday, 16 June
4am-5am				Conversation on Career Mobility	
9am -10am		How to write a successful CV (Career Labs)	Why mentoring is a powerful resource for career development (Career Labs)	Preparing for Competency-Based Interviews (Career Labs)	Career Clinic - Power up your Career
10am -11am	Opening of Career Week - The New Rules for Career Growth	Conversation on UNDP's Learning Platforms (English)	Careers of UNDP - a Leadership Journey	Ask Me Anything - Overview of Contractual Modalities in UNDP	Career Clinic - How to boost your job applications
11am-12am	Conversation on Learning at UNDP - Where and how to learn	Comment rédiger un CV réussi (Career Labs)	Pourquoi le mentorat est une ressource puissante pour le développement de carrière (Career Labs)	Préparation aux entretiens basés sur les compétences (Career Labs)	Career Clinic - My interview my opportunity
12am-1pm	Break				
1pm-2pm	Conversation sur les plateformes d'apprentissage du PNUD	Conversation on Career Mobility	Having great career conversations: tips and tricks (People Managers)	Careers of UNDP - a PSA Journey	Career Clinic - How to boost your job applications
2pm-3pm	Conversation on a UNDP onboarding story - behind the scenes		Conversation on Navigating your Career in a World of Bias	Fellowships & internships at UNDP - How it can Boost Your Employability	Career Clinic - My interview my opportunity
3pm - 4pm		Ask Me Anything - Overview of Contractual Modalities in UNDP	Conversation on Mastering Online Networking		Career Clinic - Power up your Career
4pm-5pm		Careers of UNDP - a Leadership Journey	Conversation on Talent Review	Conversation on Compassionate Leadership through Mindfulness	
5pm - 6pm	Careers of UNDP - a G to P Journey				
6pm - 7pm	Cómo escribir un CV exitoso (Career Labs)	Preparandose Para una Entrevista Basada en Competencias (Career Labs)	Un vistazo a las plataformas de aprendizaje del PNUD (Spanish)	Porque la Mentoría es un recurso poderoso para el desarrollo profesional (Career Labs)	

Thank you!
Gracias
Merci
شكراً

Access the presentation and recording from our [Career Week SharePoint page](#).

Your feedback matters - please fill out the [evaluation survey](#).

For any further questions, contact us on: career.development@undp.org