University of Oulu Mentoring Programme

Info session 19.9.2017
Karoliina Kekki / Communications, marketing and public affairs
Coordination: Alumni Relations, Tellus team, University of Oulu Graduate School (UniOGS)

1997 Master’s degree students: Oulu Business School, Process and Environmental Engineering, Geography, Education

2014 Doctoral students

2016 Master’s degree students, all degree programmes
Mentoring, what is it?
Mentoring

A one-to-one (or two-to-one) relationship between an experienced professional (mentor) and a less experienced junior colleague (mentee)

Target-oriented, confidential mentor-mentee discussions

Several meetings covering concrete issues rather than theory

Discussion topics in fields that are of interest to the mentee especially

Principles: confidentiality, respect, trust, equality, commitment.

Languages: Finnish and English
Support for career management for Master’s degree and doctoral students

- Improving self-knowledge
- Increasing motivation
- Understanding interests, goals and personal skills
- Increasing goal-orientation
- Academia vs other career opportunities
- Defining study and career plans and objects
- Information on working life
- Improving job seeking skills
Mentoring is NOT
It is not…

...having someone tell you what targets to set and what to do in order to reach your targets

...a recruiting channel for a job or an internship

...student counselling or thesis supervising

...having someone solving your personal problems
Mentoring is a relationship
Mentee

You, Master’s degree or doctoral student
Motivated to learn, interested in career management and personal development, capable of self-assessment, ready to commit, prepared to exchange experiences and views with a more experienced colleague

Actively manages the process
- Sets targets to mentoring
- Suggests meetings
- Draws an agenda to each meeting, forwards to mentor
- Prepares for meetings
- Documents meetings, reflects, acts

Sometime two mentees share a mentor

Future mentor

Mentor

University graduate
Experienced expert
Willing to share his/her expertise and support the mentee in his/her personal and occupational development
Mentoring is all about you

- Discussions, sharing, guidance, development
- Relationship: Confidentiality, mutual trust, openness, commitment, equality
- Mutual learning
- Several meetings
- Concrete issues rather than theory
- Networking
- Personal development: you gaining a better understanding of yourself, your skills, what you want to achieve, how to make it happen; you learning how to articulate who and what you are
- Remember: mentoring will not give you answers how to manage your future life and career

www.oulu.fi/yliopisto/mentorointi  |  www.oulu.fi/university/mentoring
You make it happen
(not your mentor)
You invest your time in the programme: take full use of it

Commitment
- Define your targets and needs for the programme AND for each meeting
- Time
- Be prepared for the meetings
- Not every mentoring relationship is a match made in heaven; it might not start off easily, you have to work on it
- Be on time

Initiative
- Suggest time and agenda (and place) for the meetings
- When changes occur, make sure everyone is notified

Responsibility
- You represent your degree programme and the university
- Confidentiality
Meetings are about you
Not just nice but thoroughly planned meetings

- Plan each meeting -> agenda to mentor
- Remember your goals
- Prioritise if necessary
- 3-8 meetings, around 2 hours each
- Mentor’s organisation, university, cafe, library, remember Tellus; lunch meetings
What to talk about?

- Anything YOU find important
- Be bold and ask exactly those questions that worry you
- Remember to plan an AGENDA before each meeting
- Studies
- Your skills and competencies, your potential
- Do I have the skills and competencies it takes?
- How does my degree relate to the needs of the working life?
- Tips and direction for the remaining study path
- Your career plans
- LinkedIn profile, social media in job hunting
- Advice for finding employment
- Salary levels
- Mentor's career, job description or typical day at work
- How to combine family life with work
- Employers expectations for doctoral graduates
- Your job application papers
Schedule for Masters’ degree students

4.9-21.9, at 12 (noon)
Application period for Master's degree and doctoral students. You can find the application here. Mentors can sign up here. Mentors can sign up year-round.

19.9. Info session for Master's degree and doctoral students, Tellus Innovation Arena / Stage
9.00 in Finnish, 9.30 in English
14.00 in Finnish, 14.30 in English

27.9.2017 8.00-16.00, Tellus Innovation Arena / Aspire, Brisk, Frost
Interviews for applicants (Master's degree and doctoral students). Applicants will receive the interview time after application deadline.
Mentors will not be interviewed.

6.10.2017
Selection will be announced to mentors and mentees.

17.10.2017 Tellus Innovation Arena / Stage
Kick-off meeting
Mentors at 16.30, mentees join at 17.15

Mentor-mentee meetings start

23.1.2018 at 16.30 Tellus Innovation Arena / Stage
Mid-way meeting for all mentors and mentees

Mentor-mentee meetings continue

17.4.2018 at 16.30 Tellus Innovation Arena / Stage
Final meeting, programme ends
Schedule 2017-2018 for doctoral students and their mentors

4.9.-21.9. at 12 (noon)
Application period, application
Mentors' sign up form here, mentors can sign up year-round

19.9. Info session for Master's degree and doctoral students, Tellus Innovation Arena / Stage
9.00 in Finnish, 9.30 in English
14.00 in Finnish, 14.30 in English

27.9.2017 8.00-16.00, Tellus Innovation Arena / Aspire, Brisk, Frost
Interviews for students. Applicants will receive the interview time after application deadline. Mentors will not be interviewed.

28.11.2017 at 16.30, venue TBC
Kick-off meeting
Mentors at 16.30, mentees join at 17.15

Mentor-mentee meetings start

27.2.2018 at 16.30 Tellus Innovation Arena / Stage
Mid-way meeting for all mentors and mentees

Mentor-mentee meetings continue

29.5.2018 at 16.30 Tellus Innovation Arena / Stage
Final meeting, programme ends
Apply by September 21st at 12 (noon)

More information and application:

www.oulu.fi/university/mentoring
Contact

karoliina.kekki@oulu.fi
niina.marostenmaki@oulu.fi

UniOGS: kaisa-leena.huttunen@oulu.fi