

MORE WOMEN IN RESEARCH

'Learn and lead together'

***Mentorship
Course Overview***



WELCOME!

Over the next few weeks you will go through a 3-module self-learning program where you will:

- Learn the foundations of effective mentoring
- Build your own mentoring strategy and roadmap
- Develop the skills to sustain mentoring relationships over time

THE 3 MODULES ARE:

Module 1: Understanding Mentorship

- Introduces the core concepts of mentorship, and how it differs from coaching.
- Explores the roles, responsibilities, and characteristics of effective mentorship, and its importance in academic and professional development.

Module 2: Building Mentorship Relationships

- Provides practical guidance on establishing and maintaining effective mentorship relationships, including communication, trust-building and feedback.
- Develop skills in creating a mentorship roadmap to support ongoing growth and development.

Module 3: Sustaining Mentoring Relationships

- Explores practical strategies for navigating complex mentorship situations, including difficult conversations, power dynamics, diversity, boundaries, and ethical dilemmas.

OVERALL COURSE LEARNING OBJECTIVES:

By the end of the three modules, participants will be able to:

1. Differentiate between mentorship and coaching and understand their distinct roles in personal and professional development.
2. Differentiate between types of mentorship relationships (e.g., peer, academic, professional, and career mentorship).
3. Identify mentorship needs and goals at different career and professional stages.
4. Develop strategies to initiate, build, and sustain effective mentorship relationships.
5. Apply best practices for being both a mentee and a mentor.
6. Establish clear boundaries, expectations, communication norms, and accountability mechanisms within mentorship engagements.
7. Reflect on mentorship experiences and develop approaches for navigating common mentorship challenge

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