

# Creative mentoring in **ALLILONnet**: What it is and how it works

ΑΛΛΗΛΟΝnet

Το Ελληνικό δίκτυο αλληλεγγύης για επαγγελματική ένταξη, σταδιοδρομία, επιχειρηματικότητα και καινοτομία

# Definition of Mentoring

*Mentoring is a partnership on a one-to-one basis in which the mentor supports, feeds and accelerates the mentee's professional and personal growth.*

# When Is Mentoring Useful

- Life or career changes
- Adjusting to a new role
- Career crossroads / redundancy
- Knowledge sharing
- Seeking advice for studies, training, career, entrepreneurship...
- Exploring and pursuing new opportunities
- Considering new business ventures and/ or partnerships
- Expanding/building connections
- Moving to a new country

# ALLILON's Creative Mentoring

Each member accepts when joining ALLILONnet, to endeavour to respond to questions from other members wishing to share experience in the fields of studies, professional career or entrepreneurship.



Those who eventually want to commit further and are willing to communicate with individual younger members more than once, can become Mentors.



# Creative Mentoring: the spirit & principles of ALLILON

## Our Mentors:

1. Are all volunteers in their role as mentors of ALLILON
2. Provide mentoring on a strictly "one to one" basis
3. Share useful information as well as their experience and advice to assist the effort of other members for personal and professional improvement
4. Respect and promote high professional standards and ethics



# Creative Mentoring: the spirit & principles of ALLILON

5. Serve openness and transparency and ensure equal treatment and opportunities among members

6. Are expected to carefully select the cases where they believe they can be useful as mentors, within the limits of their availability for the specific mentoring

7. Can interrupt their overall availability as mentors of ALLILON at any time by informing the communication team

# What is a **MENTOR?**



A mentor is a guide who can help the mentee :

1. find the right direction and future steps to take
2. investigate & discover new ideas, possibilities and career options
3. clarify existing problems and suggest alternatives
4. develop solutions to business & career issues
5. improve their level of performance and accelerate progress
6. forge relationships with professionals of his field and feel part of a wider community

A mentor supports the professional and personal growth of the mentee by offering him direct support on a one-to-one basis in the fields of **Students, Career or/and Entrepreneurship.**

# 10 Skills for good MENTORING

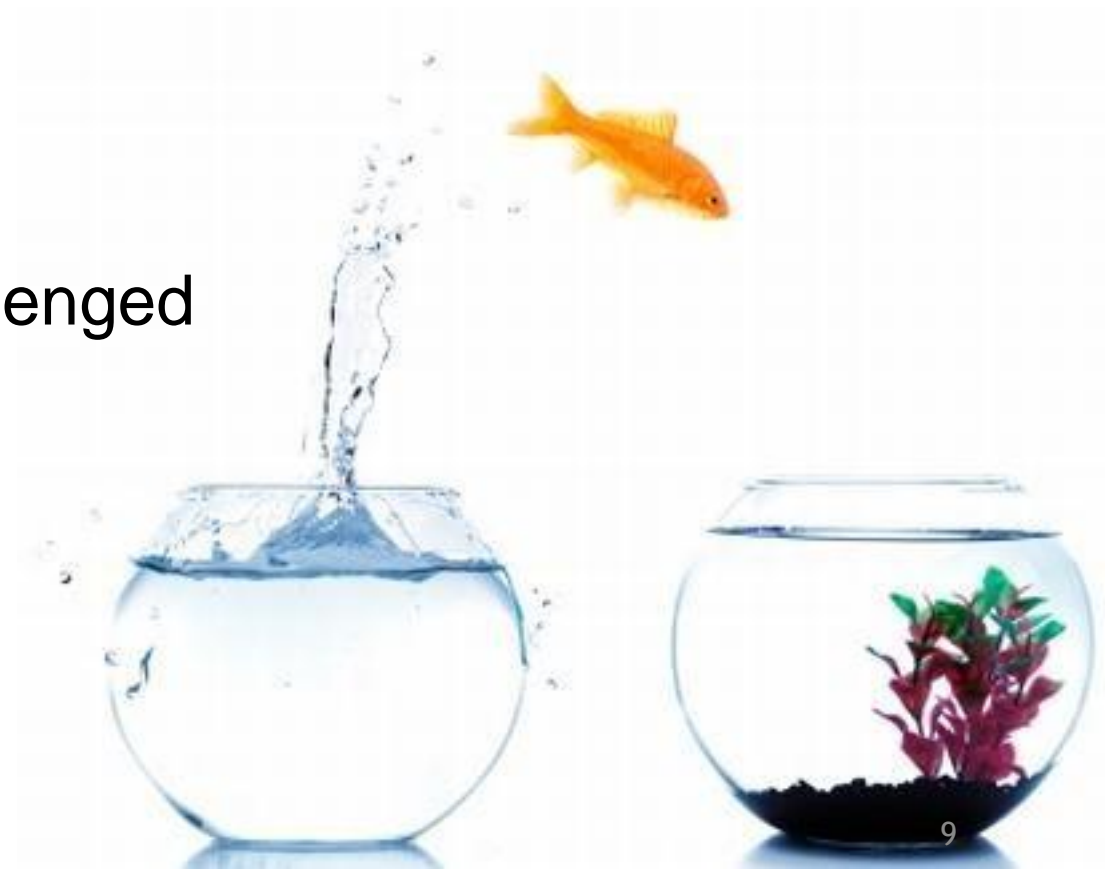
1. Self – awareness
2. Business knowledge / experience
3. Relationship management
4. Active Listening
5. Asking good questions
6. Ability to give and receive quality feedback
7. Committed to own development
8. Comfortable not to be ‘in control’
9. Sense of humour / perspective
10. Appropriate balance of support and challenge





# 7 Tips for a good MENTEE

1. Proactivity / self – starter
2. Asks good questions
3. Listening skills
4. Willingness to challenge and be challenged
5. Open mindedness
6. Openness and honesty
7. Time management



# YES of & NO's **MENTORING**

isn't :

- ✗ direct sponsorship
- ✗ secret
- ✗ task oriented
- ✗ doing it for you
- ✗ status driven
- ✗ being the sole provider
- ✗ dealing with personal issues
- ✗ dealing with underperforming individuals

is :

- ✓ one-to-one
- ✓ offline (= outside your working environment)
- ✓ confidential
- ✓ person oriented
- ✓ developmental
- ✓ building capacity
- ✓ intangible skills
- ✓ a partnership
- ✓ mutuality

# Join & become a MENTEE !

Are you trying to develop your studies, your career, a new entrepreneurial and/or innovating idea ?

Connect with our network and find the right person for you !

1. Gain access to the members area of our website and browse through the mentor lists.
2. Join our LinkedIn group and be in direct contact with mentors & all other members.

# Join & become a MENTOR !

Do you wish to share your knowledge and success with others? Do you wish to guide support and help our younger members ?

Your experience in the fields of Studies, Career, Entrepreneurship, Innovation and/or Exports, can be precious to many younger members. What you know is what they need.

Join ALLILON and request to become a mentor through the registration form. If you already are a member then simply apply through your profile.