

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

ALLILONnet.gr

Το παγκόσμιο ελληνικό δίκτυο αλληλεγγύης υπέρ των νέων για σπουδές, επαγγελματική ένταξη, σταδιοδρομία, επιχειρηματικότητα και καινοτομία

ALLILON is a space of solidarity in the professional field

Each member accepts when joining ALLILONnet, to endeavour to share experience and respond to questions from other members who follow similar paths 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.

Allilon's Strategic and Creative Mentoring

What is it?

1. It is a one-to-one partnership in which the mentor :
 - a. concentrates on the mentee's specific needs, and
 - b. shares his/her own experience and supports and accelerates the mentee's professional and personal growth.
2. It focuses on the strategic decisions of the mentee on studies, career and entrepreneurship.
3. The mentor of ALLILON defines with precision the theme(s) on which he or she is a mentors and has control of their time availability.
4. A simple and efficient system of management and evaluation starts with the mentee being a member of ALLILON and filling an online form to access the mentor.
5. Special attention is given to networking and connecting to relevant people.



When Is Allilon's Mentoring Useful

- Selection of Post-Graduate Studies
- Life or career changes
- Professional insertion and career planning
- Exploring and pursuing new career opportunities
- Considering new business ventures and/ or partnerships
- Expanding/building connections
- Seeking inputs and cooperation for academic, scientific research work, etc.
- Knowledge and experience sharing and advice for studies, training, career, entrepreneurship...



Strategic Mentoring: the spirit & principles of ALLILON

Our Mentors:

1. Are all volunteers in their role as mentors of ALLILON
2. Provide mentoring mostly on a "one to one" basis
3. Are willing to share experience and advise younger members who wish to follow similar study and professional paths
4. Respect and promote high professional standards and ethics
5. Ensure equal treatment and opportunities among members
6. Are expected to carefully select the cases where they believe they can be useful as mentors
7. Can regulate the flow of mentees, or interrupt for a period or definitively 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



What is a **YOUNG MENTOR**?

1. A mentor as indicated above and, in addition,
- 2.Still in his 20's or early 30's with few years of professional experience or a recent post-graduate degree
- 3.Usually more focused on a specific diploma or targeted professional insertion efforts

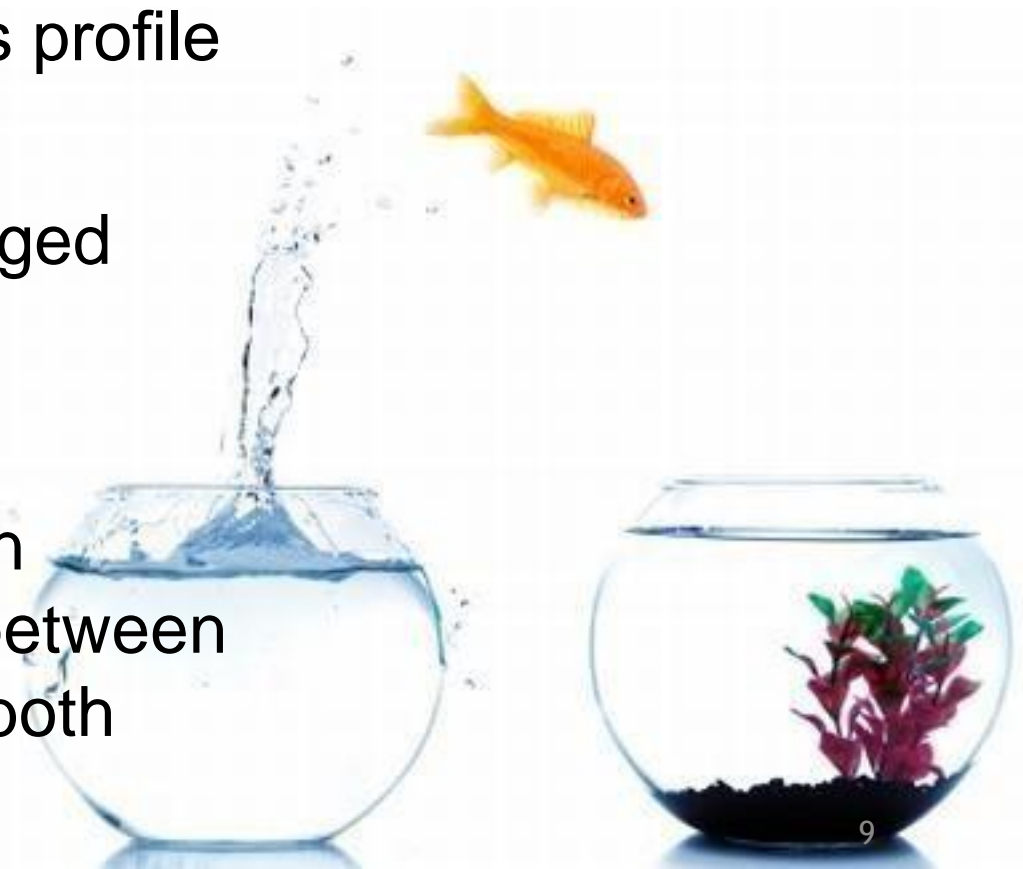
10 Skills for good MENTORING

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



8 Tips for a good MENTEE

1. Proactivity / self – starter
2. Reads carefully the profile of the mentor
3. Asks good questions related to mentor's profile
4. Listening skills
5. Willingness to challenge and be challenged
6. Open mindedness
7. Openness and honesty
8. Time management – A typical discussion mentor-mentee in ALLILON should be between 30 and 50 minutes. Can be repeated if both sides agree



YES & NO's of ALLILON'S MENTORING for the mentee

isn't:

- ✗ direct sponsorship or finding a job for you
- ✗ wasting time
- ✗ task oriented
- ✗ doing it instead of you
- ✗ status driven
- ✗ being the sole provider
- ✗ dealing with personal issues
- ✗ dealing with underperforming individuals

is :

- ✓ guiding you to become better in what you do or better prepared for a test, exam etc.
- ✓ one-to-one
- ✓ outside your working environment
- ✓ confidential
- ✓ Focused on your specific needs
- ✓ developmental
- ✓ building capacity
- ✓ intangible skills
- ✓ a partnership
- ✓ connecting to other people

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 mentorlists.
2. Request to contact up to 3 of our mentors through the simple online form
3. 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.