

W10: EMN – MetaboMentors: Paving the way to successful mentorship

Speakers (EMN Members):

- Aleš Kvasnička
- Ambrin Farizah Babu
- Diana Pinto
- Thomas Dussarrat

Panelist speakers for the discussion:

- Álvaro Fernández Ochoa
- Biswapriya Misra
- Erin Baker
- Evelina Charidemou
- Lynn Vanhaecke
- Nicholas Rattray

Description

Mentorship is well-recognized for shaping Early Career Researchers (ECRs) scientific careers and fostering leadership development. The workshop will cover the different facets of this mentor-mentee interaction through three sections that will help ECRs to forge and maintain fruitful mentor-mentee relationships. Section (1) “Why mentorship matters: evidence and strategies for success” will provide a comprehensive background on the benefits and key components of mentorship and shed light on the expectations encountered by mentors and mentees. Section (2) “Enhancing mentorship skills: from theory to practice” will seek to equip ECRs with practical directions and tips for effectively navigating the challenges of establishing and maintaining bidirectional relationships, while integrating mentorship strategies with diversity and inclusion initiatives. A list of recommended resources provided during the workshop will be available to participants. Section (3) will consist of an open discussion between the ECR audience, EMN members and invited panelists from academia and industry, including the perspective of mentees, their experiences, challenges and successes in mentoring relationships. This interactive discussion will offer the possibility of sharing experiences in mentorship with the panelists, EMN members and the rest of the audience.

Workshop Objectives

- Section 1: Understanding Mentorship: Introduce the fundamentals of mentorship, including its benefits and the roles of both mentors and mentees. Impact of Mentorship: Present evidence on how mentorship positively affects career growth and the development of leadership qualities.
- Section 2: Building Relationships: Outline practical methods for creating and maintaining effective mentorship relationships, emphasizing goal setting and communication. Skill Development: Discuss tools and exercises that help bridge skill gaps through mentorship, preparing participants for advanced professional roles.
- Section 3: Global Perspectives: Connect participants with seasoned professionals who will share diverse mentorship experiences and insights from various fields, including a focus on the challenges and opportunities faced by mentees. Interactive Engagement: Facilitate dialogue and networking, encouraging participants to explore mentorship opportunities and apply workshop insights.

Learning Outcomes

- Section 1: Understand mentorship models (traditional, peer, reverse, group) and benefits for mentees, mentors, and organizations. This includes understanding the role of mentorship in skill development, career advancement, and fostering inclusivity. Learn from other previous experiences and stories how a good mentorship experience can make a difference in someone's career development.
- Section 2: Learn how to build effective mentoring relationships: For mentors: learn strategies to create trust, how to provide constructive feedback, and empower mentees to achieve independence. For mentees: learn how to approach mentors, set goals, receive feedback and communicate effectively. Learn where to find tools and resources: templates for mentoring agreements, structuring frameworks, and progress tracking measurement. Participants will have access to a list of recommended resources, which can be used to further develop their mentoring skills and relationships.
- Section 3: Obtain actionable advice from experienced mentors and mentees about how to apply mentorship concepts in the context of academia and industry. Gain real-world insights and diverse perspectives from mentors and mentees across different regions, cultures, and professional backgrounds. Learn how to create a foundation for deeper engagement in the mentor-mentee relationships by discussing the main needs and challenges and how to overcome them.

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