THE NEW MENTORING PROGRAM
Aiming for the STARS

Program Goals And Syllabus
September 2021
Program goals & outcomes-

Goals for BGU
• Increase excellent recruitments
• Increase employee satisfaction
• Build a legacy of excellent mentoring

Goals for young professors
• Generate positive view on their work environment
• Manage research more efficiently
• Perform better in grant submission
• Establish academic independency faster

Goals for senior professors
• Increase job satisfaction
• Organizational recognition
• Career development program
• Improve mentoring skills
Guiding principles

• “Train the trainer” concept- Training you as mentors is our focus so you can support the mentees

• Mentorship training that combines knowledge and tools as well as peer learning and real-time simulations

• Supervision and support to mentors during the whole program

• Structured mentoring process of 12 months supported by a “Mentoring digital guidebook”
Program Syllabus

29.9 - Kickoff ceremony with BGU President & rector (1.5 hours)

Session 1 - The mentor's role (3 hours)

• Group setup: General introduction
• The Mentoring Process: structure & focus
• The mentor's role and success criteria
• Preparation for the first session: Tools & practice
• Raising possible dilemmas and challenges in the mentor’s role

Session 2 - Communication skills to optimize mentoring (3 hours)

• Mechanisms for communication: how to encourage talking and listening in the most efficient way
• Asking “powerful questions.” The art of asking the right questions to encourage effective dialogue: practice session.
• Creating “psychological safety”: creating a safe environment for an open and meaningful dialogue.
Program Syllabus

Session 3 - Advanced inter-personal skills (3 hours)
- Giving Feedback: How to give and receive feedback: practice
- Reflective thinking: practical methods to change patterns of behaviors by reflective thinking and learning from real life situations
- Practice: Review of examples from mentoring sessions by simulating different courses of action.

Session 4 - Tools for optimizing Goal setting (3 hours)
- Mechanisms for setting goals and reaching them
- Preparation for the next session by simulating possible challenges a mentor could face
- Peer discussion based on real life situations
Program Syllabus

5-8 Practice Sessions (1.5 hours)

Mentoring dilemmas using peer group methodology
- "Imposter syndrome"/ Encountering resistance/ DISC Personality types & more

Large group workshops on subjects selected by the group:
- Time management/ Networking/ Impact & influence & more

Session 9- Mentoring role looking forward (3 hours)
- Tools for the next phase of mentorship
- PDP- personal development plan tool
- Implementing mentoring skills and applying them as a professor
- Program summary- Lessons learned and feedback

Good luck, Let’s get started!