



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!

