



Mentoring Program

INSEAD Alumni Association France

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INSEAD Alumni Association France Career Committee

February 2024

Agenda



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1. What is mentoring?

Mentoring is a voluntary nonprofit relationship aiming at development of the individual, both professionally and personally, in which two persons – a Mentor and a Mentee – are involved.

The Mentor provides informal guidance to the Mentee to help her/him carry out significant transitions in the level of knowledge, work and way of thinking. The objective is to enable the Mentee to fully apprehend her/his current role, his/her potential and foster personal and professional development.



What mentoring is ***not***:

- A channel for job search
- Business consulting like interaction
- Training or teaching
- Therapy

2. Why mentoring for INSEAD Alumni?



- In a business environment characterized by multiple challenges and rapid disruptions, managing our career has become far more complex than even before
- We strongly believe that a powerful way to reflect and successfully develop our career comes from mentoring
- Mentoring completes the broad career services offered by the Alumni Association:
 - Career consultation
 - Workshops : job search, career development, leadership development
 - Networking for job search
 - Career conferences
- We also believe that mentoring across the INSEAD Alumni network is a great demonstration of solidarity among alumni – a way to “give back” and share experiences.

3. Mentoring benefits

Benefits for the Mentee

- Gain better understanding of her/his working environment
- Get a different perspective of the business
- Be able to share experiences and get feedback from different perspective
- Enhance capability from knowledge & experience of mentor
- Be provided with a safe “sounding board”
- Be provided with opportunity to discuss career options
- Increase self confidence

Benefits for the Mentor

- Contribute to other success
- Gain access to new perspectives
- Enhance management skills
- Be recognized as a professional developing others

4. Mentor profile

To become a Mentor, you should...

- Have 8 to 15 years of solid managerial experience
- Be in active work
- Possibly have already mentoring experience

Strengths for mentoring...

- Soft skills : active listening, giving feedback...
- Success stories as “career developer”
- Experience/training in mentoring and/or coaching
- Sector and/or function knowledge
- Special expertise: women career development, digital, entrepreneur...



5. Mentee profile

- Alumni who are paying members of the INSEAD Association France during the year of mentoring
- Wishing to benefit from the guidance, advice and support from a fellow alumnus/alumna in relation to career related questions or challenges – whether in connection to their current job, or in connection to longer term career direction or choices
- Interested alumni complete a Mentee Application Form providing details about themselves, their career history, their mentoring expectations and description of their “ideal” mentor



6. Survey results – Wave 7 (2023)



Mentees

- **100%** of mentees would recommend fellow alumni to join program as mentee
- **96%** of mentees say they have reached their objective¹
- **96%** of mentees say they were able to put in practice what was discussed during their mentoring sessions¹
- **88%** of mentees indicate they would like to be a mentor in the future

Mentors

- **84%** of mentors are recommending fellow alumni to join the program as mentees
- **91%** of mentors want to continue to be mentors in 2024
- **77%** of mentors would proactively recommend other alumni to be mentors

Survey respondents: 27 mentees (of 41 total); 31 mentors (of 41 total); survey conducted in January 2024

1. Includes ratings 5 and 4 (on scale 1-5)

7. Mentees feedback – Wave 7

How **mentees** describe their experience and how the mentoring program had a tangible effect on their role or career



Very useful and « boosting » experience which help shaping the next step of my career.. — *Edwige Senou*



I have witnessed real development to my decision making process, thanks to my mentor's coaching style and practice which was always warm and reassuring. He makes people blossom.— *Fatou Gueye*



My mentoring experience significantly contributed to my personal development and facilitated my adaptation to the work culture of my new company, thereby strengthening my relationships with colleagues and fostering alliances.. — *Ege Sayar*



Very valuable experience for me. My mentor helped me a lot to see what was most important, giving another perspective and his vision. I learned a lot a could not be more grateful. — *Volha Litvinets*



My experience as a mentee was very rich in terms of learnings for both my professional and personal objectives. it concretely supported my evolution and recognition within my company.— *Alice Vermeulin*



An experience that has allowed me to grow in such a short time on how to question myself when it comes to my career. — *Jean Philippe Akpoue*

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Mentees feedback – Wave 7



What single most valuable element – or take away – did **mentees** gain from the mentoring program – **Examples**

- “ For me, the INSEAD Mentoring program was like a collaboration between two passionate individuals who wanted to create added value. With a career destination in mind, mentoring enabled me to define precisely the steps/milestones needed to reach that goal. To quote Robert Kiyosaki: ‘If you want to go somewhere, it's good to find someone who's already been there.’ ”
- “ The mentoring program gave me a better understanding of my professional expectations and allowed me to move into the next phase of my career with confidence. ”
- “ My mentee experience helped me overcome unexpected challenges and adjust in the right direction through invaluable guidance and insights”.
- “T he mentoring program was a game-changer for me. My mentor not only navigated me through the challenges of my career but also became a cherished guide in my journey to personal growth, fostering a deep connection that has not only matured my work but has profoundly shaped me into a more confident and fulfilled person.”
- “I gained confidence & perspective when interacting within my organization.”

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Mentees feedback – Wave 7



Which areas/topics/issues did you cover during your mentoring? – Summary

Career Management

- Career goals and ambitions
- Assessment of next steps career and life wise
- Job interviews, search structuration
- Mid-life career choices
- Defining the next cycle of my professional life

Management & Leadership

- Managing my manager
- Team management
- Managing conflicts
- Organizational politics and culture
- Making strategic decisions
- Management in a matrix
- How to approach investors

Self-Awareness & Management

- Reflection on my skills and capabilities
- Knowing my strong and weak points
- Building confidence
- Adopting behavior coherent with my senior position while still being myself
- Preserving my well-being
- Personal positioning

Networking

- Building efficient networks up, down and across
- Network in digital and companies in my targeted industry
- Demystifying the relationships at C level
- Sharing contacts
- Networking

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8. Mentors feedback – Wave 7

How **mentors** describe their mentor experience



Meaningful conversations leading to clarity of the mentee's real issues and jointly develop a path to career growth through sparring, using examples in a challenging yet empathic way! — *Cor Dubois*



It was really fulfilling for me and I feel made a strong difference for my mentee, pre-post, especially in her clarity and personal comfort about next moves. — *Helen Zeitoun*



A time and space for open exchanges and enrichment and personal development. — *Thierry Sarda*



Helping others through the INSEAD mentorship program is the best gift I could give myself — *Eyal Lavin*



A rewarding experience as we managed to established a committed, open and fruitful interactions with the mentee with mutual trust and interest.— *Emmanuel Gendre*



Very constructive discussions with many insights and real debate — *Marie Noël Barrere*

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9. Mentors' roles and accountabilities

Roles

- Assist in developing stretch goals
- Help mentee to express her/his potential
- Communicate perspective and organizational keys
- Challenge to think strategically
- Help mentee to use her/his expertise in identifying alternatives and evaluate career options
- Help mentee explore the consequences of potential decisions
- Ask the tough questions
- Keep mentoring process fluid and flexible to adapt to mentee needs

Accountabilities

- Devote time to regular meetings
- Outline the goal of the program
- Establish ground rules for the mentoring
- Discuss, actively listen and present views
- Provide constructive feedback and critical analysis
- Explore and brainstorm possible actions/solutions
- Encourage and build self-confidence and self esteem

10. Mentees' roles and accountabilities

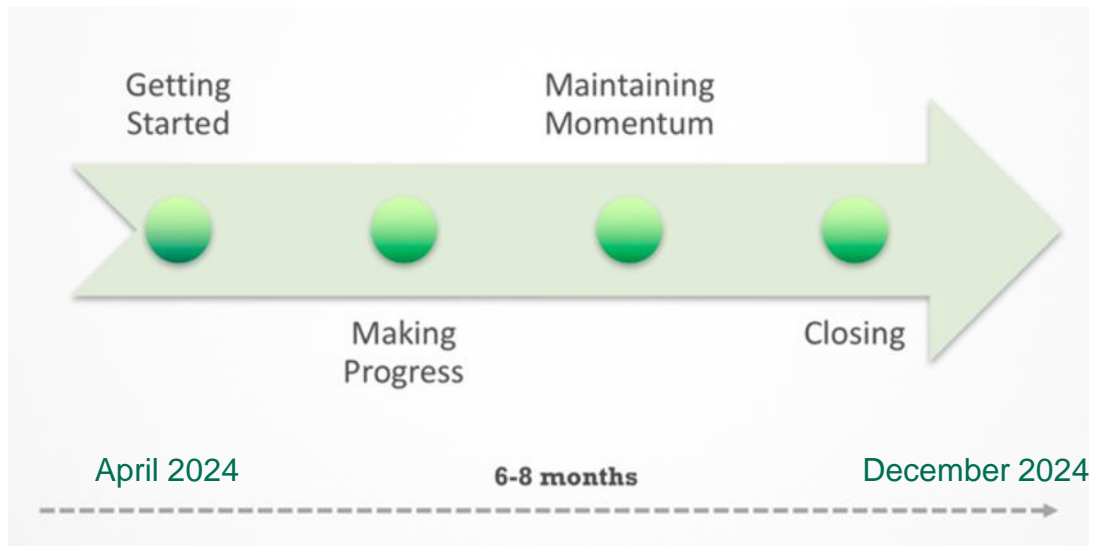
Mentee's Roles and Responsibilities

- Commit to your development
- Reflect on your performance, learning and skills – share openly with your mentor
- Agree development objectives with your mentor
- Schedule meetings
- Come to your meetings prepared with a clear idea of what topics/issues you want to address
- Seek advice, opinion, feedback, and direction from your mentor
- Act on insights, suggestions and feedback
- Try new ideas, approaches and behaviors
- Assess and manage the relationship effectively
- Give feedback to your mentor on what is working or not working in the mentoring relationship

A registration fee of **90€** helps to cover the administration costs of the program

11. Timeline and next steps

Expected Mentoring Journey Timeline



To contact the program organizers:

- Claude Perol (MBA'82) – Email: claud.perol@wanadoo.fr
- Antoine Tirard (MBA'97D) – Email: antoine@tirard.net
- Giuliana Dario (IAAF) – Email: giuliana@inseadalumni.fr

Next Steps

Launching Mentoring Wave 8 –
Key Milestones:

- Message to Alumni – Call for mentors and for mentees – February 2024
- New mentors' selection and mentees validation – March 2024
- Mentor-mentee pairing – End March 2024
- Program start – April 2024

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