

# NanoLund Mentoring program

The NanoLund Mentoring program aims to support our PhD-students in navigating their carrier choices. In the Mentoring program, students get an opportunity to discuss their professional ambitions and challenges with an independent mentor from outside our organisation, and often outside academia. The program is intended to provide guidance tailored to the student's needs and open additional networks.

The mentor's role as an independent resource to the mentee is to offer perspectives and perhaps challenge pre-conceptions formed within our academic training environment.

We support the mentoring part of the program through a professional event series helping the mentees to develop their full potential.



## Mentoring roles

The mentoring model features two participants: the mentor and the mentee. The relationship between both is based on a free and mutual choice. There will be no monetary compensation for mentors who engage in this program. However, all parties will benefit when mentoring is approached as a mutual learning process based on openness, sincerity and trust.

### MENTOR

A professional role model, motivator, conversation partner, contact builder and also challenger. A mentor is a facilitator rather than an adviser. Even though the mentor is an expert who can give advice on specific details, the mentor is not a problem solver or even a counsellor. The mentor comes from outside NanoLund bringing experiences complementary to those of the supervisor.

### MENTEE

A NanoLund PhD student, typically mid-way through her/his studies, who is interested in building a professional relationship to explore her/his own strengths and development needs and who is ready to take responsibility for her/his own personal and professional development with the help of constructive feedback to support the next steps in the carrier.

## The Mentoring process

Mentoring is a time-limited and goal-oriented process characterised by openness, trust, and commitment. In this Mentoring program, the mentor and mentee are recommended to meet at least four times during the 6 months of the program upon the mentee's initiative. The work between the mentor and mentee is a mutual process which requires honesty from both sides. Strict confidentiality must be maintained between mentor and mentee.

### PROGRAM FRAMEWORK

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| Start      | • Carrier Development Workshop open to all PhD-students in NanoLund.                  |
| 1 week     | • Application for the Mentoring Program through submitting the post-workshop material |
| 3 weeks    | • Mentees receive acceptance letter and pre-workshop material for the second workshop |
| Kick - off | • Kick-off event for mentors and mentees to set the framework for the mentorship.     |
| 5 months   | • The mentor and mentee meet about four times upon initiative by the mentee.          |
|            | • Closing event for mentors and mentees.  |

## About NanoLund

NanoLund is the center for research, education and innovation within nanoscience at Lund University, engaging research groups in the Faculties of Engineering, Science and Medicine. It is a strategic research area funded by the Swedish Government and Sweden's largest research environment in its field. The research topics range from materials science and quantum physics to applications in energy, electronics, photonics, personalized medicine and nanosafety. NanoLund is an international center offering exceptional scientific opportunities, training, and career development.

## Contact

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# NanoLund Mentoring program - the details

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## Three workshops

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NanoLund will establish a mentoring program to support our PhD-students in their professional development. The program will consist of three main events supported by career and leadership coach Tina Persson.

First, we will have a **full-day Career Development Workshop** open to all PhD-students within NanoLund. During this workshop, the participants are guided to identify their skills and drivers, and they work through a Career Choice Indicator. This workshop aims to start the process of considering viable career choices. A big part of this workshop aims to highlight the students' transferable skills but also for them to consider if they would like to take part in the mentorship program. If so, they will be encouraged to apply to this year's program.

The second workshop is a **Kick-off event for mentees and mentors** focusing on the actual mentoring process. For example: How do I approach a mentorship? What discussions should I have with my mentor? How should I ask questions? A focus of the mentorship program lies in the individual discussions between the mentor and the mentee. As our mentors are mainly chosen from outside of academia and beyond the supervisor's perspective, these discussions will open up new perspectives for the mentees and enable them to develop. This work will continue for six months, during which the mentees will arrange four or more meetings with their mentors.

A third workshop is a **Closing event** for the mentees where we develop an action plan to set into motion what the mentees learned during the mentorship.

## The carrier coach - about Tina

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Tina Persson, PhD, is an internationally-recognized career & leadership coach, author, entrepreneur and sought-after speaker.

Tina Persson is a global executive coach and has helped senior leaders, c-level executives and high potential leaders to achieve their goals.

She is also an expert leadership and team coaching facilitator. Tina has developed workshops for universities and organisations which has helped improve teamwork, productivity and effectiveness of individuals.

Tina is also adept at empowering researchers to pave their way to a smooth transition from the academic world to a fulfilling business-driven career.



## The process

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The **Career Development Workshop will be on November 17th from 9.00-15.00** and is open to all PhD-students in NanoLund with a maximum of 35 participants. Invitations will be sent via email. In this workshop, the students will work through a career choice indicator, the techniques of making short, non-restricting CVs and get an introduction to storytelling. At the end of this workshop, the PhD-students will receive material guiding them on how to continue the work started during the workshop.

To sign up for the actual Mentoring program 2022/2023, the interested PhD-students send a short CV together with a motivation letter to the NanoLund Education Coordinator via e-mail.

This first year, we have room for a limited number of mentees in the program. PhD-students that are mid-way through their studies will be prioritized. The Mentoring program Committee will then find matching mentors for the mentees in the program.

Mentees and mentors participate in the **Kick-off event on the morning of January 19th, 2023**, to learn about the program, get an introduction to, mentoring, introduce themselves and book the time for the first of at least four mentoring meetings. The contact and communication of all the mentoring meetings will be initiated and maintained by the mentees. The Mentoring Program Committee will monitor the progression and be available for support if needed. The mentoring period ends in June 2023 with a closing event to share experiences and learnings and initiate the following actions of the mentees. We will conclude with a follow-up questionnaire for both mentees and mentors.

If this pilot program is successful and creates value for the PhD-students, we plan to arrange the program yearly.