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NanoLund Mentoring programme

The NanoLund Mentoring programme aims to support our PhD-students in navigating their career choices. In the Mentoring programme, students get an opportunity to discuss their professional ambitions and challenges with an independent mentor from outside our organisation, and often outside academia. The programme 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 programme 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 programme. 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 or a postdoc in her/his first year, 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 career.

The Mentoring process

Mentoring is a time-limited and goal-oriented process characterised by openness, trust, and commitment. In this mentoring programme, the mentor and mentee are recommended to meet four to five times during the programme 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.

PROGRAMME FRAMEWORK

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| Start | • Career development workshop open to all PhD students and postdocs in NanoLund. |
| 2 weeks | • Application for the Mentoring Programme through submitting the post-workshop material |
| 1 month | • 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.
• The mentor and mentee meet about four times upon initiative by the mentee. |
| 8 months | • Round up of the mentoring programme |

About NanoLund

NanoLund is the centre 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.

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NanoLund Mentoring programme - the details

Two workshops

The NanoLund Mentoring programme includes of two workshops supported by career and leadership coach Tina Persson.

The first event, a **full-day Career Development Workshop**, delves into understanding the students' natural talents, transferable skills non-academic employers value from an academic background and how to use them to describe drives & motivation. Preferred work style, values, and motivations are also explored. Utilising AI as a career guide, participants learn to articulate these qualities effectively for compelling CVs and standout interviews. Pre-course materials include tools like the Career Choice Indicator and the MATRIX, along with access to a digital AI-driven platform for resume and presentation creation.

The second workshop, kicks off the mentoring programme. This workshop focuses on **optimising the mentoring relationship** but also includes training on crafting elevator pitches and leveraging storytelling techniques for effective communication. This enhances the matchmaking process between mentors and mentees and sharpens interview skills. Pre-course materials aid mentors in understanding mentees' drives and motivations.

The career coach - about Tina

Tina Persson, PhD, is an internationally-recognized career & leadership coach, author, entrepreneur and sought-after speaker. Tina 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 in 2024

Career Development Workshop, 13 February 9.00-16.00

- open to all NanoLund PhD students and postdocs in their first year with a maximum of 35 participants.
- invitations with links to registration will be sent via email to all NanoLund participants
- at the end of this workshop, the participants will receive material guiding them on how to apply for the mentoring programme

To sign up for the actual mentoring programme in 2024,

- interested PhD students and postdocs apply according to directions given at the first workshop
- PhD students from about mid-way through their studies are eligible to apply, as are postdocs in their first year
- There is room for 15 mentees in the programme, a majority of the spots are devoted to PhD students.
- The mentoring programme group match mentors for the mentees in the programme.

The mentoring programme kicks off with the **second workshop focusing on optimising the mentoring relationship on 19 April 9.00-16.00.**

- For mentees accepted to the programme

Mentor – mentee meetings April – October 2024

The contact and communication of all the mentoring meetings will be initiated and maintained by the mentees. The Mentoring programme group will monitor the progression and be available for support if needed.

The mentoring programme will conclude with a closing event for the mentees to share experiences and learnings. All participants will be asked to reply to a follow-up questionnaire.