GEM: GÉANT Mentoring Programme

WE MOVED TO THE COMMUNITY WEBSITE

If you have any questions or issues with registration reach out to us at glad@geant.org

WHAT IS "GEM"?
GEM stands for GÉANT Mentoring Programme

GEM is aimed at fostering female talents and helping women develop their careers within our Community through a formal mentoring programme.

WHAT IS MENTORING?
Mentoring has proven to be one of the most effective methods for achieving personal and professional growth. It's a learning and development partnership between someone with specific experience (a mentor) and someone who wants to learn or develop (a mentee).

Mentoring entails a series of structured conversations through which a mentor guides a mentee, offering insights, skills, and networks crucial for personal and professional development.

THE ORIGINS OF GEM
Only 37% of GÉANT’s workforce is female, with the gender imbalance most noticeable in engineering and executive roles.

Recognising the need for a more balanced workforce, the Gender Equality Action Plan commits to

“Implement a formal Mentorship Programme and extend reach to the wider GÉANT community and beyond.”

GEM'S PURPOSE

👍 Attract and retain talented women in our community
👍 Provide career development and networking opportunities for women
👍 Enable our community to meet its own Gender Equality commitments effectively

WHAT IS MENTORING?

Mentoring has proven to be one of the most effective methods for achieving personal and professional growth, whether you’re a mentor or a mentee.

It’s a learning and development partnership between someone with specific experience (a mentor) and someone who wants to learn or develop (a mentee).

Mentoring entails a series of structured conversations through which a mentor guides a mentee, offering insights, skills, and networks crucial for personal and professional development.

BENEFITS TO A MENTEE

✔️ Access to a wealth of knowledge and experience
✔️ Enhance skill development
✔️ Honest, constructive, and motivational guidance
✔️ Increased visibility across the organisation and community

BENEFITS TO A MENTOR

✔️ Drives self-awareness
✔️ Expands professional network
✔️ Improves leadership skills
✔️ Increases awareness of available talent throughout the organisation and Community

WHO CAN PARTICIPATE?

⭐ Members of the GÉANT Association and GÉANT’s global Research & Education associates

HOW DOES THE MENTORING PROGRAMME WORK?

Individuals keen to mentor or receive mentoring, or both, can register on our dedicated mentoring platform.

After outlining their mentoring goals and availability, they will identify potential partners via the mentoring platform, based on their preferences.

Once paired, they collaborate to set goals and communication parameters, scheduling calls accordingly.

WHAT TO EXPECT FROM THE PROGRAMME

TIME COMMITMENT

Times can be agreed upon between each pair. We suggest you allow 3-6 hours for mentoring sessions and 1 hour for an Introduction to Mentoring session.

ACCESS TO MATERIALS

Participants will have access to a range of materials on mentoring, including suggested topics for discussion during mentoring sessions.

FEEDBACK

Participants may be asked to provide feedback on their experience to GÉANT Learning & Development (GLAD).
MENTORS MAY CHARGE TIME TO THE PROJECT

Mentors from Project beneficiaries may charge time they spend mentoring to WP1T5. (Beneficiaries include GÉANT’s 40 members and their beneficiaries. For example, universities which are NREN members could charge time via their NREN).

REGISTER ON THE MENTORING PLATFORM