



INVESTMENTS IN EDUCATION DEVELOPMENT

# Mentoring programme (proposal)

external cooperation with Faculty of Informatics of  
Masaryk University in Brno (FI MU)



## We see mentoring as...

*a mutual interaction between a mentor and a student based on sharing "personal wisdom" (through mutual exchange of thoughts, knowledge and ideas about status quo and principles upon which "things occur") resulting in personal and professional growth of both student and mentor involved.*

While combining mentoring  
with coaching...  
makes this interaction  
more satisfying and **fun!**

# Why this approach?

... because nowadays we need to work and co-work differently  
... because people and organisations can only benefit  
from *good leadership*

... because we need to learn “on the move” → **learning by doing**  
... *because it seems that learning by doing is **really** effective*

... because IT companies may benefit from exploring non-technical areas  
(methods for **creative thinking**, team cooperation, (team)**leadership**,  
effective development of competencies and others) and because  
they do not benefit from these areas sufficiently.

We propose coach-mentoring **as a response to today's needs**  
of a modern *learning* organisation operating  
successfully in 21<sup>st</sup> century.

# For whom is mentoring suitable?

- for anyone who's interested in **personal mastery**
- for **students** who want “more”
  - ... who desire to become a real professional and seek an **opportunity to grow**
- for **mentors** who want to **go beyond** well-established procedures and methods
  - ... *who works towards their own personal and professional growth*
  - ... **who'd like to become people and/or technology leaders**

# How is it supposed to work?

1. We **put together professionals** who'd like to pass along their knowledge, to help with someone's development and who see in mentoring potential for their own growth and self-realisation
2. We introduce mentoring opportunity to students FI MU (primarily) and **collect students' applications** (CVs and motivation statements)
3. Each **mentor selects one student** – according to applications of and/or personal interviews with pre-selected candidates
4. Professionals interested in enhancing mentoring with coaching methods attend **training session on coaching fundamentals**
5. Student and mentor attend **meetings on regular basis** tracking (student's) progress – depending on chosen type for cooperation (with safety net in form of individual coaching for mentors)
6. Evaluation – participants give **feedback**

# 1. You'll provide information – we'll create a profile for each mentor

Example:  
fi.muni.cz/pps/mentoring

## Mentors



**Amélie Poulain**  
Montmartre Astronautics Co Ltd.

>> Quality Assurance Specialist, space probes for Deep-Space projects (controlling system development) <<  
*"As a senior member of a team for Deep-Space projects I am responsible for quality assurance of developed controlling systems for space probes, simulations proposals and design, test documentation and test case design, overall supervision of specific sub-projects and leading a small team of interns and part-timers."*

- **areas in which I can be helpful:** quality management systems, programming languages: ProgXY EA.sy and ProgXYZ ++, project management, spacecraft systems, simulations, team leadership
- **requirements for a candidate:** if you'd like me to be your mentor, make a short video describing your motivation = why do you want me to be your mentor, what do you expect from the mentoring and what would you like to achieve during these next few months. Your application should consist of the link to your video (you can upload your video to youtube) accompanied by your CV in a .pdf/.doc/.odt form.
- my linkedin profile: <http://cz.linkedin.com/in/ameliedemontmartre>
- CV (resume) in pdf format: [Amelie\\_Poulain-CV](#)

company + link to web

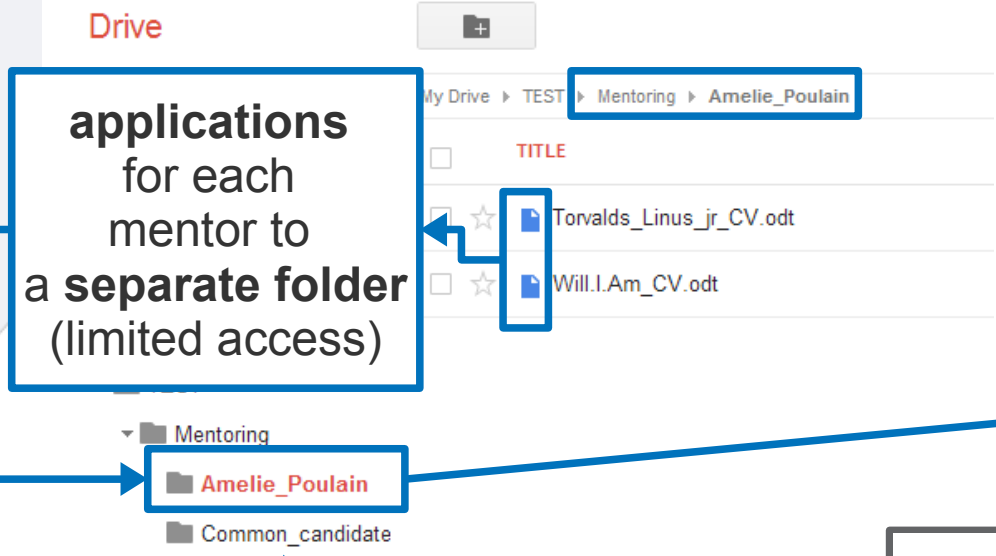
position at a company  
+  
role description

area(s) for mentoring

requirements

CV in pdf or linkedin profile (if public)

## 2. We'll collect candidates' applications



Sharing settings

Link to share (only accessible by collaborators)

Share link via:

Who has access

	Private - Only the people listed below can access	Change...
	prumyslova platforma (you) prumyslovaplat...	Is owner
	amelie.poulain@...	Can edit

Sharing settings

Link to share (only accessible by collaborators)

Share link via:

Who has access

	Private - Only the people listed below can access	Change...
	prumyslova platforma (you) prumyslovaplat...	Is owner
	Stanislava Sedlackova	Can view
	amelie.poulain@...	Can view
	albert.zweistein@...	Can view

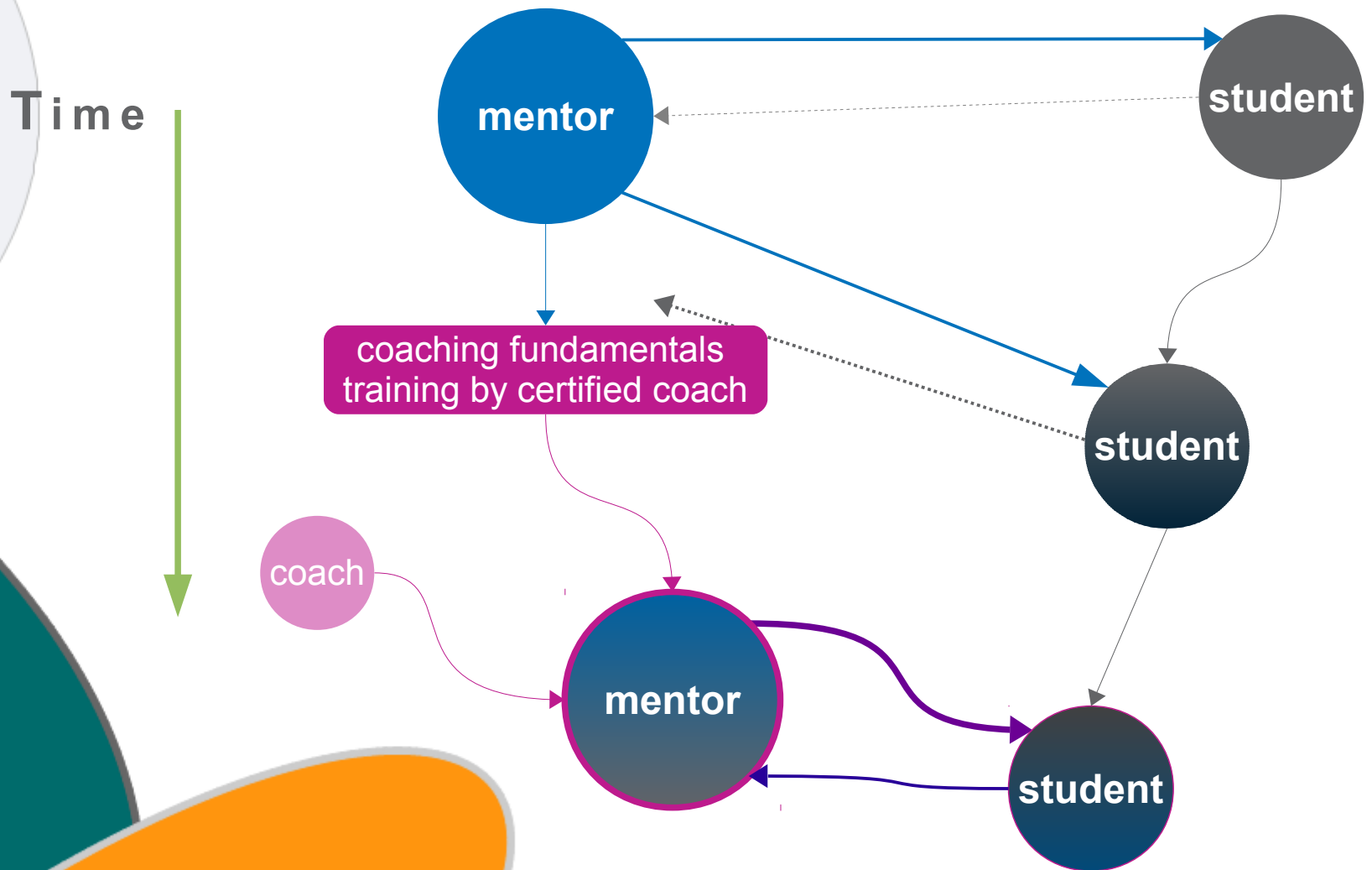
Invite people:

Enter names, email addresses or groups...

Editors will be allowed to add people and change the permissions. [Change]

Done

### 3.-5. Coach-mentoring process — 3-4 months







## 5. Coach-mentoring

- “**free cooperation**” – the scheme for the cooperation is decided during the first mentor-student session
- “**student's feedback**” – the scheme is given in advanced: student participates in finding solution to a non-trivial issue → student gives feedback to some process/issue → output in a form of an analysis (with proposal and “recommendations”)

## 6. Evaluation

- after mentoring – form: personal interview (standardised questionnaire, scales, closed/semi-open/open questions)
- during mentoring – continuous check-ups  
→ mentors' and students' feedback



Outputs of the project funded by European Social Fund (ESF) are subject to copyright. You should consult any commercial use with authors first.

This activity is a part of the project “Platform for Industrial Cooperation” [Platforma průmyslové spolupráce, CZ.1.07/2.4.00/17.0041], which is funded by European Union – European Social Fund in Czech Republic.

The project and related activities are supported by the Lab of Software Architectures and Information System (Lasaris). More information about the project: <http://lasaris.fi.muni.cz/pps>

**Contact information**

Tomáš Pitner (Head of the Project) – [tomp@fi.muni.cz](mailto:tomp@fi.muni.cz)

Jana Bartáková (Internship Programme Coordinator) – [bartakov@fi.muni.cz](mailto:bartakov@fi.muni.cz)

Stanislava Sedláčková (Project Manager) – [sedlack@fi.muni.cz](mailto:sedlack@fi.muni.cz)