



MESA Monthly Member Meeting (4M)

Tuesday 22nd November

Finding a mentor and being a mentor

Thank you for attending the November MESA Monthly Member Meeting (4M) recently. **Our session included 5 valuable snippets in 5 minutes from [Adam Fillary](#) "My 5 most important networking tips".**

1. **Plan Your Attendance** - Getting There, Check the format, What do you want from it (your ask), What can you offer others? Find out who's going to be there...
2. **At the Event Checks** - Are you present? What's expected of attendees, Remember Names (at any cost)
3. **Personal Confidence** - Slow everything down - find your pace, be proud of your reasons for doing what you do...
4. **Event Tooling** - Use a Notebook, Spreadsheet, or a CRM to gather your contacts details, and at the very least, make notes on your phone
5. **Follow Up: Survey Monkey, Mailchimp Email, or LinkedIn** - Find out a little bit of background of those you want to keep in touch with so you have context when connecting again

Recommended book: [Shunryu Suzuki - Zen Mind, Beginner's Mind](#)

Shoshin Definition: Beginner's Mind

Remember: Are you talking to them? With them? Or at them?

The main session was about finding a mentor and being a mentor. How do you find a good mentor? Good mentors offer constructive criticism which is essential to helping a mentee progress toward their goals. They need to have empathy and put the responsibility in the mentee's hands, as well as know how to communicate and listen. **Some key points were:**

- **Do not mentor** if it's just to help yourself – only do it if you want to help someone else
- **Timing** – you may not have enough time or feel you are ready to do it
- As a mentor **you don't always know everything** or have all the answers - what skills do you believe you bring? You are not an expert on everything and don't need to be. You know the skills you have – you don't need to be an expert in IT to mentor someone in IT
- Meet with a mentor at **least once a month**
- Don't be afraid of **silences - LISTEN**
- **Confidence** – when they share very confidential information, it can be difficult
- **You can't get too close** – you are there as a volunteer, but you want them to have trust and confidence with you
- You shouldn't be talking with **or including other parties** (e.g., family members) – set your ground rules of what to not get yourself involved in
- Maybe best **not to look within your own company** for a mentor
- You need to **find what is right for you**
- There is no one way to **run or set up a mentoring programme** – some programmes can be over complicated
- **Should mentors search out mentees or vice versa?** Working within an organisation it's nice that they come to you as they know what you can offer as a mentor, but you can also make the decision to look in your industry for someone to mentor. In general, mentors would 'expect potential mentees to look/seek for them
- **Recent Case study** – Bayes Business School Mentoring Programme: **9 in 10 people with a mentor** say they feel happier in their careers /**79% view mentoring** as crucial for a successful career

What's the difference between a coach and a mentor? Coaching is often structured whilst mentoring is a softer, a more relationship driven approach. A coach knows what they are advising, a mentor will sometimes have to say that they don't know but will research it and get back to the mentee. If you want a coach – look for someone in our industry – they have wisdom. If you are looking for a mentor, perhaps look outside the industry.

Tips in a Mentoring Programme

1. **Always meet in public**
2. **Never with alcohol**
3. **No home visits**
4. **No car lifts**
5. **No money or commercial interest (no borrowing)**
6. **Friends and family should not be involved, unless agreed**

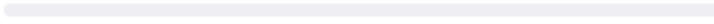
22nd November 2022

Poll ended | 3 questions | 11 of 12 (91%) participated

1. Would you look for a mentor to help you mostly
(Single Choice) *

11/11 (100%) answered

Speaking and presentation skills (0/11) 0%



Content and writing skills (1/11) 9%



management skills (4/11) 36%



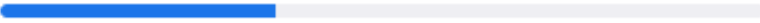
Career development (6/11) 55%



2. What would you most need for an effective mentor
(Single Choice) *

11/11 (100%) answered

Flexibility on when you can approach
and time (4/11) 36%



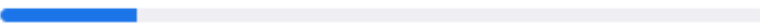
Patience and understanding (1/11) 9%



Forward thinking and new ideas (4/11) 36%



Someone from a different industry to give
a new perspective (2/11) 18%



3. Would you be interested in mentoring a colleague in
the MESA community (Single Choice) *

11/11 (100%) answered

Yes definitely (6/11) 55%



No not at all (2/11) 18%



maybe I need time to think (3/11) 27%



Being a Mentor

1. It's all about you
2. Decide on how much time you are willing/going to invest
3. Understand what you can offer – don't try and believe you are the expert on everything
4. Mentoring agreement – expectations of mentor and mentee
5. Be authentic – follow your intuition
6. What does a mentoring programme look like – reporting and timing
7. Trust
8. Expectations of each session
9. Listen – don't be afraid of silences. Think before you speak or advise
10. Offer constructive advice
11. Seek out resources – you don't know everything!
12. Motivate
13. Set tasks for both you and your mentor
14. Let your mentee make the decisions
15. Recognise that the journey will not always be an easy one
16. Be a positive role model
17. Celebrate achievements
18. The endgame

Additional Information

**Max Fellows runs the Elevate programme. More info <https://www.linkedin.com/company/elevatementoring/>
[To be a mentor](#) / [To be a mentee](#)**

[LMF Network](#) – based on payment fee where you contribute financially as a mentor, and as a mentee

[ADPList: Book and meet over 11,502+ mentors for 1:1 mentorship in a global community](#) – You can be a mentor or a mentee and choose from around the world, where you schedule a call for 30 mins to meet

Start-Up Grind Mentor Application

[What is a mentor? All you think a mentor is, and a lot more](#)

[If you want to be a great mentor, do these five things](#)

[How to become a professional mentor](#)

Thank you to our speakers:

Speaker: [Gordon Glenister](#) - Speaker, Author, Podcaster & MESA Director of Communications

Speaker: [Simon Greenbury](#) – Marketing & Events Consultant



NEXT MEETINGS: On Tuesdays
MESA MONTHLY MEMBER MEETINGS (4M's)
1400 GMT / 1500 CET:

13th December – Xmas Quiz with Prizes!

We look forward to seeing you there!

[See more about MESA at ibtm22](#)

[MESA Events page](#)

MESA MONTHLY MEMBER MEETINGS (4M's)

Remember: You are in the MESA Community Platform (Intranet wall)

- For general access and content
- To be connected and hear about events
- To get to know MESA and the community
- **Please post content and connect with each other**

[Please connect to our LinkedIn page](#) Thank you, MESA MEMBERS!