



expertlead
The tech freelance community



Are you ReDI for Mentoring?



Content of today's webinar

1. ReDI School of Digital Integration - Introduction to Mentorship Program
2. A definition of mentoring and its objectives
3. Mentoring tools and approaches
4. Online mentoring (NEW)
5. Dealing with cultural differences
6. Emotional intelligence and professionalism
7. Creating a safe environment
8. Sharing real-world experiences (First Hand Success Story)
9. The ReDI Mentorship Program: application, structure, other
10. Q&A



We are ReDI

ReDI School of Digital Integration is a non-profit tech school for locals and newcomers without access to digital education.



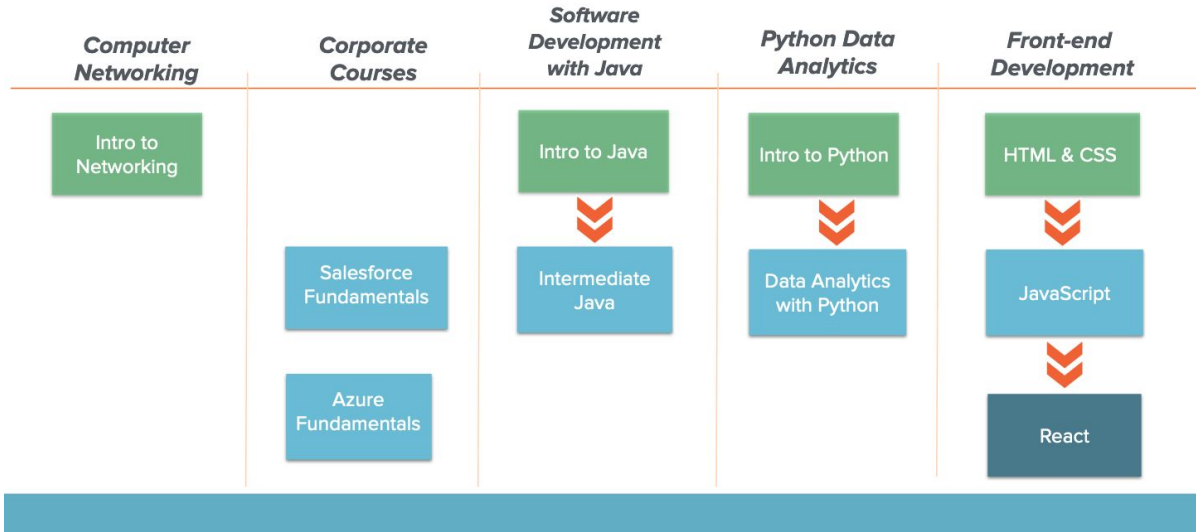
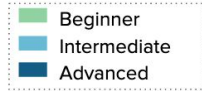
We use tech to connect human potential and opportunity with dignity & humility

- Locations: Berlin, München, Düsseldorf (NRW) and Copenhagen (DK)
- Main Partners: Cisco, Klöckner & Co, Microsoft, Coca-Cola Foundation, Accenture, JP Morgan, MBQ (Munich)
- ReDI Career Program: currently 280 students in all locations
- Network of 2600+ Alumni with 40+ nationalities
- The student age range is between 18 and 54 years, the average applicant is 30 years old. 40% of our students are women
- Volunteer community: 550+ each semester across all locations



Overview of current courses offered

Digital Career Program



- Two semesters a year
- Fall semester classes run from end of August until mid-December 2020
- 11 classes
- One UX/UI course as part of the Digital Women Program



ReDI School is teaching tech skills. But we also believe in the power of soft skills and a professional network.

Tech Skills

Coding classes
Tech courses
Workshops

Mentorship Program

Professional network

Company courses & visits
Tech talks

Soft Skills

Workshops
HR trainings
Pitch trainings

Mentoring with ReDI

- Ideal scenario 1:1 Mentorships (280 Mentors for 280 students)
- Support on technical side and/or career related issues
- 5-6 meetings / 1 hour per month (Nov 2020 - Jan 2021 or longer)
- Win-Win situation: Mentors gain leadership skills in active listening, sharing their knowledge and providing practical guidance. Mentees gain a larger professional network and strengthen their soft and technical skills to be better equipped to finding a job on the German job market



A Definition of Mentoring

“A person who gives a younger or less experienced person help and advice over a period of time, especially in a job or at school” (Cambridge Dictionary)

Mentoring relationships are unique: every mentee is a distinct individual with its own qualities, skills and needs. And every mentor brings its own particular combination of skills, experience and knowledge.

It should be an enjoyable experience for all parties involved :)



Mentoring Tools

1. Identify your mentee's needs and current situation
2. Discuss his/her objective and desired timeline (be realistic but encourage them)
3. Set an agenda with goals, timelines, resources, meetings, etc (this will be your roadmap, but keep it flexible, adjust based on needs and pace)
4. Explore interests along the relationship, keep mentees motivated and interested
5. Build positive values, be aware of cultural differences and adjust (can impact on expectations, communication styles, conceptualizations and experiences)
6. Focus on their talent, build on their strengths, guide them in their self-discovery journey. Always wrap up a mentorship experience with an assessment of how far they've come and further development potential. Always ask for feedback.



1. Identify the starting point

- Identify your mentee's skills, experiences and current situation
 - What does he/she know?
 - What kind of experiences did he/she have?
 - What were his/her previous successes and failures?
- Identify your mentee's emotional state and expectations
 - Is he/she motivated? Has he/she given up on self-development?
 - What does he/she expect from you? What can you bring to the table?
 - What other circumstances can affect the development of the mentorship (from both sides)?
 - What is the level of commitment from both sides to reach the goals?



2. Discuss your objective

- Keep a balance and be both realistic and motivating
 - Is the objective too ambitious?
 - Is the timeline expectation realistic?
 - Am I expecting too much / too little from my mentee?
 - Is he/she expecting too much / too little from me?
 - Is he/she expecting too much / too little from him-/herself?

If objectives are:

- too ambitious -> they can be discouraging if progress is too slow
- too unambitious -> they can result in a lack of confidence (in either party)



3. Setting an Agenda

- Agree upon it with your mentee and share it with him/her
- Monitor deviations, grant flexibility but identify roadblocks (both cognitive and emotional)
- Make use of journals (agree upon the structure with your mentee)
- Monitor compromise, allow flexibility for the unexpected, but identify demotivation fast
- Review the pace and timeline as required
- Highlight accomplishments and allow time for celebration
- Define a structure for the facilitated knowledge (eg. from general to specific, from simple to complex)



4. Focus on interests

- The agenda should be a roadmap, but not a limitation. Allow time to deep-dive into your mentee's interests
- As a mentor, you will advise on when is the right time to deep-dive into topics that can be particularly interesting for your mentee
- Adjust your pace to dedicate time to those topics that can be particularly interesting for your mentee
- Remember: Each mentorship experience is unique, allow yourself to be surprised and start each experience as if it were the first one



5. Positive values and cultural differences

- As a mentor, you are a role model. Share positive values, be aware that you can be perceived as a representative of your culture
- You will be faced with different cultures, where values can be different. Don't try to impose your views. Bring up the discussion if relevant for the objective (for example for job insertion) and leave other topics aside.
- Adjust expectations: be clear on what you expect from your mentee, what you will consider as commitment and compliance. Ask your mentee to do the same on both topics, as well as what they expect from the experience and from you
- Be aware of communication styles (direct vs indirect communication). Adjust positive and negative feedback communication expectations and preferred styles



6. Build up on potential

- Each mentorship experience is a journey. Each one adds value (to both parties)
- Emphasize always how far your mentee has come (focus not only on cognitive, but also on other skills, like professional, emotional, social, etc).
- Highlight successes
- Never focus on failures, they are always opportunities for further development
- Guide your mentees through self-discovery, help them see their strengths and potential. Highlight the value they add and can bring to any organization
- Highlight that experience diversity is an asset, never a problem



How can I Help my Mentee?

1. Listen actively
2. Support with course content and homework
3. Help mentee set educational /career / personal goals
4. Encourage mentee to participate in ReDI career workshops and external networking events
5. Help mentee build a professional network
6. Provide feedback on CV and LinkedIn profile
7. Help with internship / job applications
8. Offer one session of job shadowing (if possible)
9. Offer mentee constructive and meaningful advice and feedback



Online mentoring - Build a connection online

Check-ins and check-outs for mentees and mentors: a few minutes at the start and end of a mentoring session for "hello" and "goodbye" and maybe a fun fact from each of your days.

Encourage use of camera if mentees feel comfortable. Use of virtual backgrounds, dress-up challenge or a theme for each mentoring session (wearing a certain colour) could add playfulness.

Have some fun on camera, introduce your pets, play your musical instrument, let the mentees find out more about you and hopefully they will also share!



Dealing with Cultural Differences

- Culture is the way we see and decode our world and experiences
- Start from the premise “**there is no right or wrong way, only different ways**”. It is a good exercise to meet the person halfway. And help him/her adjust to the local working environment culture as a way to encourage flexibility (not of losing their cultural identity)
- Take the chance to also **reflect on your own culture**
- Be aware of communication preferences (direct vs indirect) and language barriers.
- Keep an open mind to **hear your mentee’s vision of facts and topics.**
- **Focus on how differences work as an advantage.**



Emotional Intelligence and Professionalism

- Changes in our context challenge our emotions as highly as our knowledge
 - Moderate the impulse to let go completely of their own culture. Loss of cultural identity is not a requirement, they can **bring their experience and enrich the new culture**
 - **Moderate resistance to new ways of doing things.** Highlight the advantage of incorporating flexibility in professionalism and of pivoting between cultures (focus on the “they are simply different ways” premise)
 - **Be aware of negative feelings**, such as demotivation, surrender, anguish.
 - Deal with the feeling of loss of professional identity: **All experience is worth**, nothing is lost. Foster self-awareness and trust in your mentee’s experience and knowledge. Everything is valuable, we just need to see it

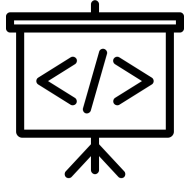


Creating a Safe-Environment

- Create a safe-environment for your mentee, where he/she can **try new things and make mistakes safely**
- **Allow transparent and honest communication**, emphasize the fact that he/she is there to learn
- Suspend all cultural judgements, **feedback must always be constructive**. Mistakes allow learning.
- **Keep experiences and conversations between you and your mentee**. Always let him/her know before sharing private information with others or escalating matters
- Agenda and content is important, but sometimes emotions will come in the way. Remember: **mentoring is not only there for cognitive guidance, but also emotional and profesional**

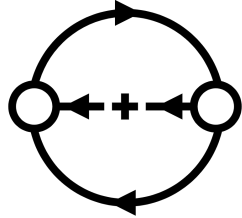


First Hand Success Story



Created by unlimicon
from Noun Project

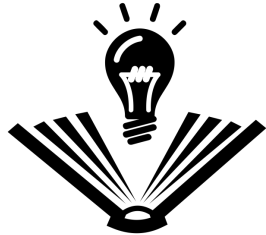
Teach
code



Reinforce
knowledge



Vesna & Eric



Created by BomSymbols
from Noun Project

Analogies &
a-ha moments



Success!
Vesna at
IronHack



Foodies



Eric Bolikowski
Freelancer & ReDI Mentor
eric@binarylights.com

Are you ReDI to Become a Mentor?



Are you ReDI to Become a Mentor?

- ReDI School is looking for new mentors this fall semester
- Mentorship matches will start in November and can last 4-6 months, sometimes longer
- Time commitment: min. 5-6 mentoring sessions à 1 hour until January 2021
- All our students and alumni may have one mentor to support them
- Mentors can coach up to two mentees



ReDI Mentor Checklist

- I work as a trained professional.
- I can support people in their career development in the digital industry.
- I am willing to share knowledge and experience with others.
- I am open to meet people from other national and cultural backgrounds.
- I have the time to meet mentees during my free time (approx. 1 hour per month).
- I have the time and motivation to support on a personal and professional level.



Where can I sign up?

- ▶ Check out our [ReDI Connect Platform](#) for more information
- ▶ Prospective mentors **in Berlin** can sign up [here](#), **Munich** folks [here](#)
- ▶ Prospective mentors **in NRW** can sign up [here](#)
- ▶ Once you registered, schedule a call with Miriam so we can get to know you
- ▶ Have your profile activated and be ReDI to have mentees apply to you!
- ▶ Welcome to the ReDI community of super volunteers!

For more info on the mentorship program contact us at:
miriam@redi-school.org



Q&A

ReDI to mentor? Sign up at connect.redi-school.org

ReDI to help out? Talk to eric@binarylights.com

