

## Forum Mentoring



Networking  
Mentoring Programmes  
in Germany

## Why does Mentoring fit into Academia so well?

Same focus in strategies:

- Individual knowledge transfer
  - here esp. informal knowledge
- Systematical education in seminars/ workshops
  - here esp. soft skills
- Networking
  - here Scientific Community, associations, 'Fachgesellschaften' etc.



## Mentoring-Programmes for Women in Higher Education



- are structured – systematic – focussed
- bring Gender Mainstreaming ahead
- support qualitymanagement
- serve the raising of the up and coming
- offer teaching and learning vice versa

## Target-groups

### Mentees

- female pupils oriented in sciences
- female undergraduates/ graduates
- PhD students
- women heading for professorship

### Institutions

- Universities/ Science Centers
- Business/ Enterprises
- Governmental Institutions

### Disciplines

- Natural science
- Engineering
- Social science

## Forum Mentoring – a nationwide network

- founded in the year 2000
- more than 55 programmes in universities in Germany
- collaboration of the coordinators
- 2-3 meetings per year



Poster in 2003

## Forum Mentoring – main targets

- develop **standards**
- establish **quality management** in mentoring programmes
- exchange of **personal experience**
  - consulting new colleagues
  - Quality management/ evaluation
- common **public relations**
- cooperation with **Ada-Lovelace-Mentoring e.V.**



## Internet presentation

- common website since 2005
- searching option for potential mentees
- Announcements of events in mentoring programmes
- Special site for members



www.forum-mentoring.de

## Association founding 2006

Forum Mentoring e.V. is now

- a juridical person
- thus able to make applications for project fundings etc.
- has a formal structure and leader to address to
- has formal working groups for the members to tend to

## Quality Standards in Mentoring-programmes

- Partnership
- Framework
- Prerequisites

## Partnership

- the mentee is responsible for reaching the goal -

### Terms and Conditions

- personal contact (in real life or virtual)
- voluntarily
- no hierarchy (if possible)
- over a set amount of time
- in a protected / personal environment
- with an agreement
  - on the formal goal
  - on the content

### Possible Approaches

- one-to-one-Mentoring
- group-mentoring (multiple mentees per mentor)
- peer-group mentoring (guidance and support primarily within the mentee group)

### Content / Topic

- exchange of informal knowledge
- development of personality
- measures (e.g. network access, project work, shadowing)

## Framework

- Selection of Participants
  - goal oriented
  - towards distinguished careers
- Matching
  - mind the accuracy of match ( e.g. in profiling)
- Support of Mentee / Mentor/s
  - mediation of competences (e.g. in seminars, workshops, trainings, supervision)
  - information (e.g. pamphlets, network list, events)
- Establishing Networks
- Quality Management
  - Evaluation (intern / extern/ formative / summative)
    - qualitative / quantitative
  - feedback from participants (intern)
  - documentation of the program to the outside world

## Prerequisites

- Supported by the Heads of the Institutions
- Informing those Involved in Advance
- Concept
  - Goals, target groups
  - Transparent contents
  - Criteria (selection, cancellation etc.)
- Resources
  - personnel
  - financial
- Public Relations

## Gender in Mentoring-Programmes

- Programmes will be obliged to open for men as mentees
- Necessary category to be reflected on
  - in the concept
  - in the seminar-structure
  - in evaluation

## Institutionalisation

To have a timely persistence the cooperation with other institutions is to be strived:

- Enterprises
- Human Resources
- Career Services
- Study advice institutions



## Transnational Mentoring



- Exchange of experience
- International contacts for mentees, mentors and coordinators
- Combine Programmes
- Build up international compatibility

## Future perspectives

- Institutionalized mentoring-programmes in Germany for all students in higher education
- Standard quality management in mentoring-programmes
- Growing cooperation with enterprises and other institutions
- Continuing training for mentoring-coordinators
- International exchange of expertise

Thank you for your attention!

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