


The value of mentoring



SUOMEN AKATEMIA
FINLANDS AKADEMI
ACADEMY OF FINLAND



TIEDEAKATEMIAIN NEUVOTTELUKUNTA
DELEGATIONEN FÖR VETENSKAPSAKADEMIERNA I FINLAND
COUNCIL OF FINNISH ACADEMIES

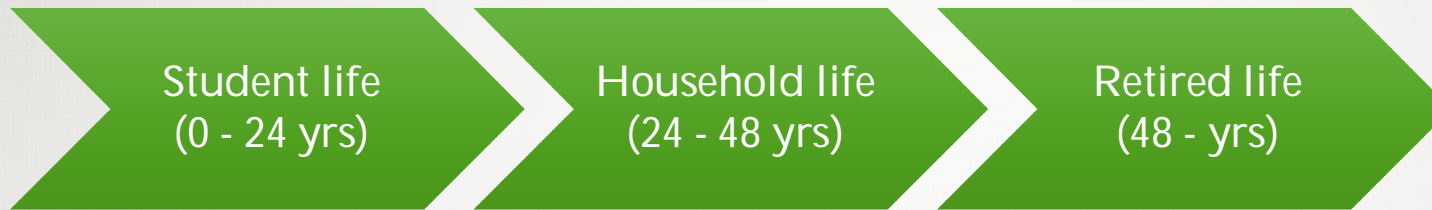


Sharing thoughts on:

- Mentoring – Why?
- Mentoring – How?
- Mentoring – What?
- Mentoring – Career planning
- Conclusions

Mentoring – Why?

- Giving back to the next generation (The Hindu Ashram system):



- The Coat of Arms of Prince of Wales: “*Ich dien.*” (“I serve.”)
- Good for the growth of wealth in the nation:
- Honour to help to develop talented people.
- Two-ways-learning. Win-win.



$$\Delta \ln Y/L = \Delta \ln h + (\alpha/(1-\alpha)) \Delta \ln K/Y + (1/(1-\alpha)) \Delta \ln A.$$

Education: 30% + Capital: 3% + Innovation: 67%

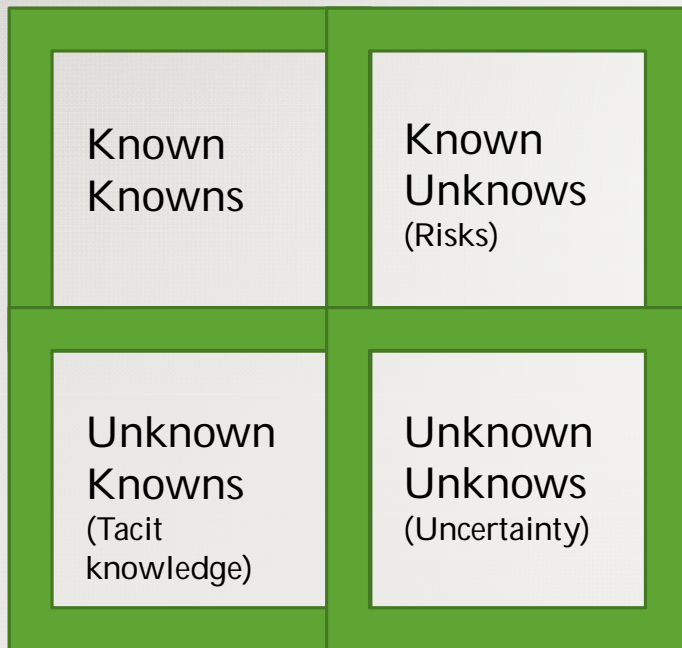
Mentoring – How?

- Mentee is the customer. Adapt, be present and listen to her/him. Listen hard.
- Peer-to-peer relationship. No patronizing.
- Respect and support mentees own choices, preferences and values. No moral high ground.
- Absolute confidentiality. Trust creates trust.
- Mentoring work best with agreed schedule and defined topics.



Shen Huibin with his wife and son, at his doctoral dissertation dinner on March 30, 2017.

Mentoring – What?



- Find the right questions for the mentee.
- Support the mentee in finding his/her true preferences (in life, in work).
- Facilitate brutal honesty.
- Share openly your experiences (in life, in work); success, failures, mistakes.
- Do not advise, your values may be different.



Mentoring – Career planning

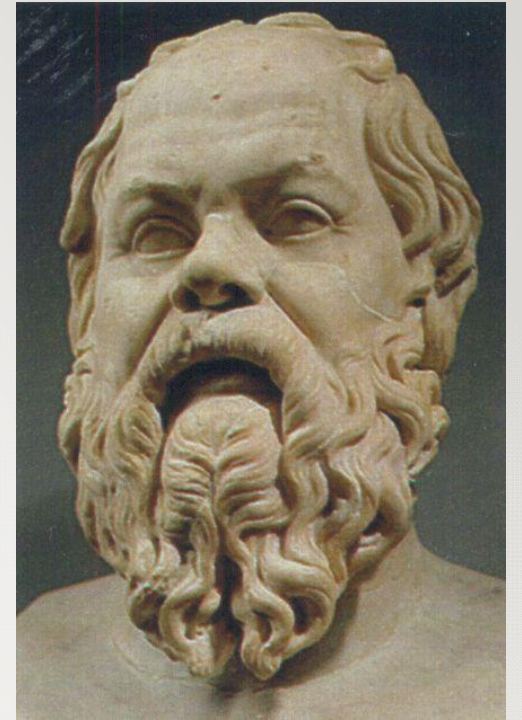
- You cannot plan your life, you can only live it.
- Know your preferences, they provide the direction for your daily decisions.
- You grow only through challenges. Keep stepping out from your comfort zone.
- You own your competence, not your job.
- Trust yourself: “The good guys win in the end.”
- Understand correctly your own calibre. There may exist someone ‘better’ than you.
- Only you are responsible for your career. A selfish ambition is fine.



Conclusions

- The mentee benefits from mentoring most by:
- Taking the lead.
- Being brutally honest to her-/himself.
- Utilizing the mentors life experience to the maximum.
- Renewing the mentoring process after a few years. And again.
- Being merciful to her-/himself.

- PS. Mentoring is not exactly a new innovation. Ask Sokrates.





Questions?

Thank you!