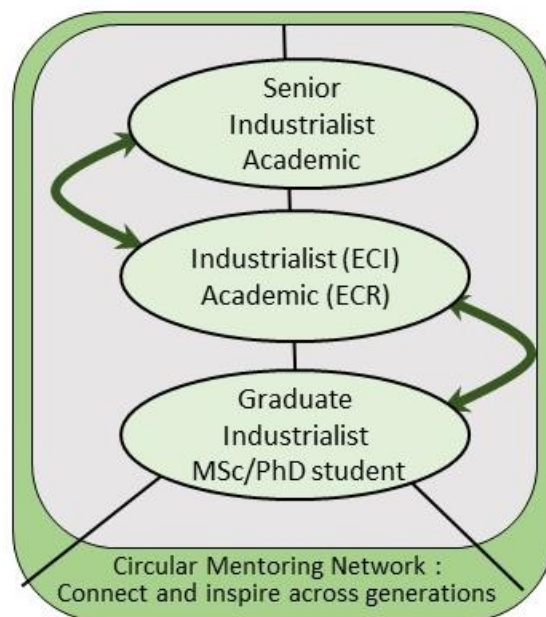


Introduction to the scheme

Appropriate mentoring has been shown to give significant benefits in terms of career development and progression in commercial and higher education settings. In conventional mentoring, a senior colleague mentors a more junior colleague and although this brings benefits to both mentee and mentor, there are additional benefits in reciprocal mentoring arrangements where there is a two-way relationship. Mentoring can be particularly valuable for those from under-represented groups.

Reciprocal mentoring can be beneficial to both parties, bringing different approaches to problem solving and helping to gain a fresh perspective through working with a more diverse network with varied knowledge. Further benefits can include increased sharing of skills across distinct hierarchies, increased career motivation, and enhanced people skills.

To help support career development within the ORE community, we have developed the Supergenerations mentoring scheme. This is a reciprocal and intergenerational mentoring framework, across career levels, which will match senior leaders with Early Career Researchers (ECR) and Early Career Industry (ECI) colleagues who will, in turn be paired with PhD students and those on industry training schemes, as shown below.



We are seeking participants in the scheme at all levels and from all backgrounds. The operation of the scheme is briefly outlined below. In order to assess the effectiveness of the scheme, we will monitor it and seek feedback from participants. Mentoring relationships are all different and we will not seek to impose particular aims or activities.

- Participants provide personal profile and identify what they would like to get out of a mentoring relationship.
- Based on these profiles, ECR/ECIs identify Senior industrialist/senior academic they would like to be paired with. PhD students/ industry trainees identify ECR/ECIs they would like to be paired with. It may not be possible for all desired pairings to be completed due, for instance, to workload issues or potential conflicts of interest. Participants may decline to be involved with particular relationships without giving a reason.
- Participants will receive mentoring training, ideally face to face during Annual Assemblies or similar events. Pairs of mentors and the wider mentoring network will have the opportunity to meet informally at these events. Members of the Supergenerations mentoring network will be encouraged to meet as a group at subsequent annual assemblies.
- Pairs will discuss and agree what they want to get out of the relationship, how often to meet, whether to meet face to face or online etc. These discussions can be revisited from time to time as the relationship evolves.
- We would expect pairs to meet at least twice per year so that some momentum is maintained in the relationship. It is important that there is mutual respect in these discussions and that the subjects discussed remain confidential. Meetings may be face to face, online or a combination. A confidential record of the items discussed at the meeting and actions should be completed and shared between the mentoring pair. The fact that the meeting has taken place should be reported to the Hub using an online form. No details of the content of the meeting will be recorded. If financial support is required to allow face-to-face meetings to take place (for instance, if additional child care is needed) then this can be sought from the hub.
- Following each meeting, we request that the meeting is recorded but no further details are reported.
- On an annual basis, we will ask for anonymous feedback on the process so that we can evaluate its effectiveness and identify ways in which it could be improved.
- The mentoring relationship can be short term or long term as suits the participants.