

The logo features a stylized 'E' composed of overlapping semi-circular segments in shades of blue, green, and purple. To the right of the 'E' is a dark teal rectangular box containing the text 'EXECUTIVE RESEARCH ASSOCIATION' in white, bold, uppercase letters.

EXECUTIVE RESEARCH ASSOCIATION

**ERA Mentor Programme (ERAMP)
February 2022**

Mentoring is an effective way to help people on their journey towards personal development, advance their career, navigate the work politics, be actively sponsored and strengthen their network. With the mentoring initiative, we will engage with our member group to have a better understanding of their needs and challenges and look to see how we can help these through the mentor programme.

What is ERA Mentor Programme (ERAMP) mission and vision?

ERAMP is a platform that amplifies the experiences of early-career researchers across the ERA membership, towards their personal and professional advancement

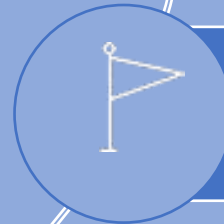
ERAMP focuses on 3 broad objectives:



Connect - We will connect early career researchers across the association to share experiences in their learning journey.



Grow - We will curate resources to help early career researchers grow professionally and personally as they navigate in the industry.



Advance - We will leverage our networks and relationships to advance talent when they join the ERA and transition through roles in the industry.

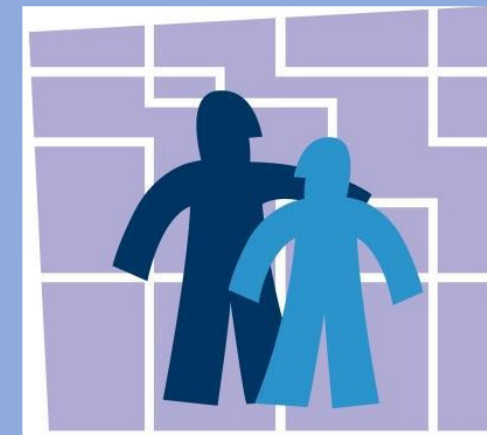
What is mentoring?

The modern mentor - a mutual, collaborative learning process

The knowledge driven society

- **Mentoring is a learning partnership** between two or more people with different levels of experience, where all can achieve new learning, new insights and personal growth. Mentoring creates synergy between people.

- **Mentoring is a strategic development activity**, developing the organization through the mentor/mentee collaboration.



What is peer coaching?

- Peer coaching is a type of helping relationship in which two people or more of equal status actively participate in helping each other on specific tasks or problems, with a mutual desire to be helpful (*The Journal of Applied Behavioral Science*)

- Benefits of peer coaching
 - Accountability, relevance and perspective
 - Enables peer mentors to develop leadership skills
 - Creating camaraderie in your growth journey
 - Provides deeper insights into strengths and areas for development

“Knowledge sharing is one of the most commonly untapped resources” - Impraise HR Blog



Overview – ERA Mentor Programme

Overview

- This programme isn't about level or experience but is dictated by the change and development of your career priorities and / how you might either support others going through something similar or be supported by those with experience - in an environment of trust
- There are two/three options for being part of the programme – Mentor or Mentee (and Peer Mentee)

Profiles – ERA Mentor Programme

Mentoring – is this for you?

- What areas of support and expertise could you bring to being a mentor?
 - Why do you want to be a mentor?
 - What level of time commitment could you bring to the programme?
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- **If you are interested in participating and to help the ERA facilitate the right match, please let us know the answers to the above questions, you would need to submit a short bio or profile for consideration.**

Profiles – ERA Mentor Programme

Mentee – is this for you?

- **Could this potentially describe you?**
 - New to the industry and looking for guidance around training and advancement.
 - Wanting some advice and guidance around a specific area of Executive Research and Talent Acquisition.
 - Considering moving into a difference part of the sector – i.e. setting up as an independent and looking to gain some support and advice around the transition.
 - Considering moving in-house within a corporate talent acquisition team and looking to understand the sector and culture requirements?
 - Moving into a management role and looking for some support around coaching and staff development within Executive Research
- **If you are interested in being a mentee, please let us know:**
 - Why you are interested in being a mentee?
 - What are you looking to get out of the programme?
 - You would need to supply a short bio or profile for consideration.

Role and responsibilities Overview

Mentor & Mentee

- **Roles of the mentor/mentee**
- For successful mentoring, both parties must understand their roles.
- The **mentee** is required to take charge of their own development and is committed, open and flexible to learning new ways of working and taking on new ideas. The mentee will be responsible for setting their own agenda for meetings and carrying out any activities that have been agreed.
- As a **mentor** you will be committed to facilitate and support the mentee's professional development, creating and forming a positive relationship and climate for open communication. You will support in the identification of problems and guide them towards solutions through sharing experiences, providing constructive advice and information. Preparing and setting some areas of thought and activities that could help the mentee in meeting the objectives of the partnership will be required, as well as evaluating and encouraging along the way.
- For **both** the mentee and mentor there is a need to operate confidentially and sensitively, but most of all being committed to the potential of what the programme can bring to both parties!
- **Together** a workplan with milestones and timelines will be agreed at the early stages, with activity and interaction being logged to ensure that the partnership can be maintained and assessed.

Time Commitment & Logistics

Mentor

- **Facilitate** discussion on suggested subjects
- **Connect** with peer members individually as needed

Mentee (lead)

- **Schedules** (dependent on the mentors/mentees – e.g. 1 or 2 times per month)
- **Set agenda** for meetings
- **Takes notes and action items** – emails to mentor and/or embeds in future meeting invites for easy reference

Peer mentees

- Adequately **prepare** and actively **participate** in peer circle
- Connect with circle members outside of meetings

Steps

Steps	Actions
Application Process	Express interest via the website for mentor/mentee/peer mentee
Questionnaire	Discuss / complete the questionnaire with an ERAMP representative
Assessment	ERAMP committee confidentially matches mentors/mentees/peer mentees
Informing	ERAMP committee provides the suggested mentor/mentee/peer mentee partners
Acceptance	Introductions made (LinkedIn profile & email address only)
Follow up	Contact from the ERAMP committee to check in

Disclaimer: The Executive Research Association Mentoring Programme (ERAMP) is a pilot scheme which connects talent/research professionals with other talent/ research professionals who are willing to help coach, guide and share expertise. Once the introduction has been made by ERAMP between Mentor and Mentee, the ERA will step back from the process to allow the relationships between participants to develop and progress at their convenience according to the guidelines given in the ERAMP service documentation. The ERAMP service is provided without compensation to the participants. The ERA does not monitor the information or advice given and is not responsible for its content. ERAMP remains available to support as and when required.

Members of the ERAMP committee:

Liz Shay
Sarah El-Rasoul
Toby Culshaw
Jan Muir

If you wish to speak to the team, please contact the following:

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