

INTRODUCTION TO MENTORING

Virtual IHPCSS 2021

IHPCSS 2021 Mentoring Committee

- Scott Callaghan <scottcal@usc.edu>
- Elsa Gonsiorowski <gonsie@me.com>
- Weronika Filingier <w.filingier@epcc.ed.ac.uk>



Code of Conduct

- On the IHPCSS website and on the Moodle
- Outlines expected and unacceptable behaviors as well as the consequences of unacceptable behavior
- Basically, be considerate of other people

What is mentoring?

- Partnership between two people
For a set amount of time
- Based on mutual trust and respect
- Mentor shares advice, guidance, support, perspective

What is mentoring?

- Two kinds of mentors:
 - Near-Peer Mentors – Returning summer school students
 - Staff Mentors – Presenters more senior in their careers
- You have been assigned a mentor
 - They are your initial contact
 - Seek other mentors, use your mentor's network to make connections

What is mentoring?

- Goal at the summer school: non-technical mentorship
 - Career progression
 - Work-related issues of all kinds
 - Work-life balance
 - Difficult situations
 - Working remotely
 - Personal Resilience
 - Networking and inter-personal skills
 - Combining career with children
 - Time management
 - Applying for... grants, funding, jobs etc.
- Start pondering your one-on-one questions

Mentoring Myths

- Your mentor knows all the answers
- You must do what your mentor says
- You must be in the same science field as your mentor
- Your mentor can't offer advice because they didn't have your exact problem
- Your peers can't mentor you

Mentor Groups

- Please respect everyone's confidentiality
- Be understanding

We have different backgrounds and personalities

- The pairing is just a best guess

If there is an issue, contact Elsa, Scott or Weronika.

Returning Mentors

This year we have 15 returning mentors:

- Daniel Howard
- Tomislav Maric
- Ben Payne
- Senol Piskin
- Derek Groen
- Jingwei Li
- Joey Dumont
- Dmitry Nikolaenko

Returning Mentors

This year we have 15 returning mentors:

- Nikolaos-Palaiologos Foskolos
- Fatemeh Almasi
- Cathrine Bergh
- Nikos Vilanakis
- Maria Guadalupe Barrios Saze (Lupe)
- Filippo Gatti
- Sylvia Sullivan

Returning mentors lightning talks

In the Mentoring Room



Mentors

Weronika Filingier



Scott Callaghan

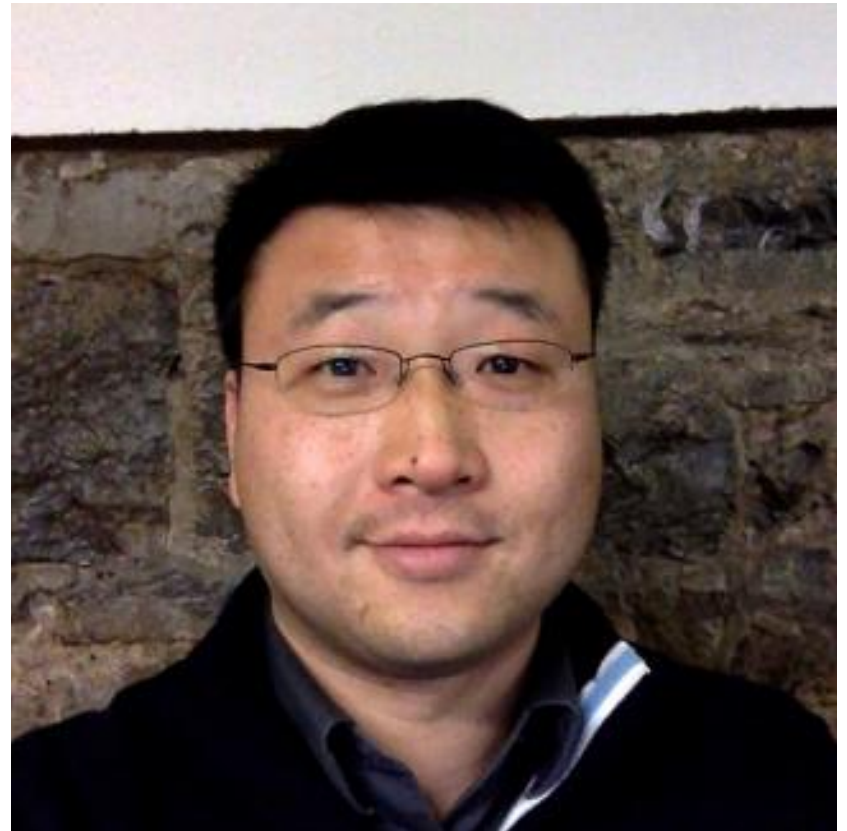


Mentors

Elsa Gonsiorowski



Simon Wong



Mentors

Hermann Lederer



Jay Alameda



Mentors

Yohai Meiron

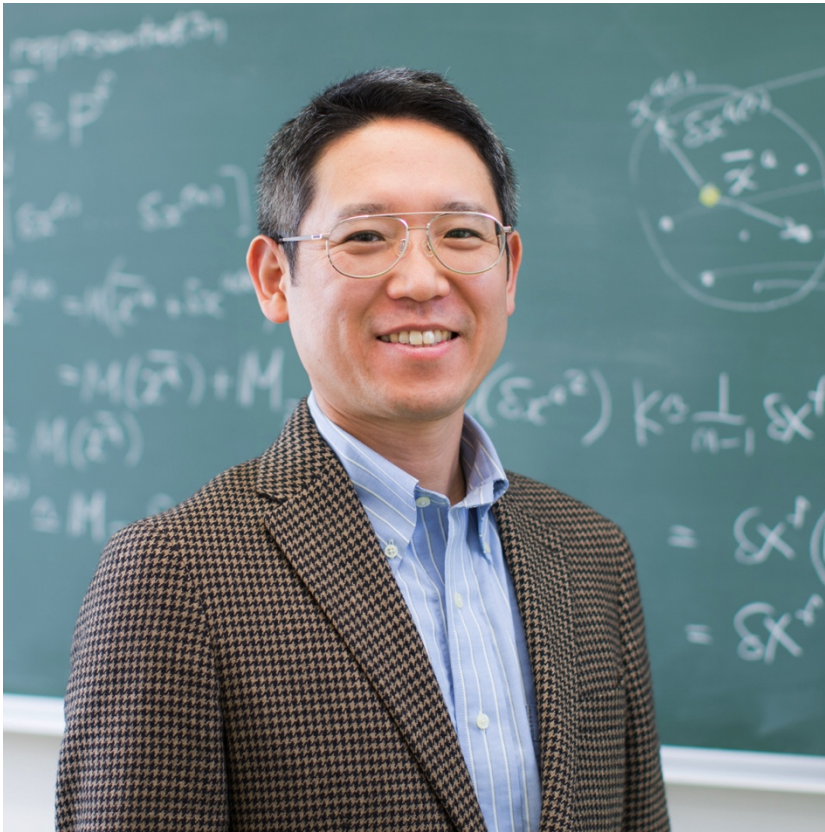


Erik Lindahl



Mentors

Takemasa Miyoshi



Ilya Zhukov



Mentors

Shugo Yasuda



Ramses van Zon



Mentors

Toshiyuki Imamura



Tom Cheatham



Mentors

Takeshi Terao



Networking

- Creating and making use of both formal and informal connections with other people to develop your career.
- **IT'S NOT EASY!**
- Don't wait for the 'right' people to discover you, go and find them yourselves.
- The ability to pick the right approach comes with experience
- Ability to talk about your work with anyone, regardless of their background.
- Helps maintaining cordial relationships with people you wouldn't choose as friends.

Imposter Syndrome

- Felt by most people at some point
 - 70% of people at some point, 30% of you **right now**
 - Famous people included:
<https://journal.neilgaiman.com/2017/05/the-neil-story-with-additional-footnote.html>
- Normal reaction to environment
- Feeling like “I don’t belong here” or “I’m under qualified” or “I’ve tricked someone to be here” or “I’m a fraud”
- Not obvious and not always talked about

Imposter Syndrome

- Help support those around you
 - Remember that it's common
 - Feeling like a fraud does not make you a fraud
- Try talking to your mentor about it
- Fake it till you make it – don't let it hold you back!

Mentoring Schedule

Monday / Tuesday	10am CEST & 9am PDT	Introduction to mentoring
Wednesday, July 21	11:15 CEST & PDT	Group meeting
Friday, July 23	11:15 CEST & PDT	Career Workshop (get your CV ready!)
Monday, July 26	11:15 CEST & PDT	Resource Fair
Thursday, July 29	11:15 CEST & PDT	Returning Mentor Panel
Anytime during the event	When it works for you	One-on-one with your mentor
Afterwards	Email, Facebook, LinkedIn	Stay in touch

Poster Sessions

- Run in gather.town:
 - **BLUE** – Thursday, July 22, 11am CEST / 6pm JST
 - **RED** – Thursday, July 22, 2 pm EDT / 8pm CEST
 - **GREEN** – Wednesday, July 28, 11am CEST / 6pm JST
 - **YELLOW** – Wednesday, July 28, 2pm EDT / 8pm CEST
- Attend as many as you can and engage with the presenters
- Watch the poster videos and connect with others from the sessions you couldn't attend.
- Titles and abstracts available on the Moodle

Takeaways

- You'll get out what you put in – commit to mentoring
- Don't be afraid to approach staff – we are here for you!
- You can talk to us at any time (in [gather.town](#) or Slack)
- Talk to as many people as possible
- Try to get out of your comfort zone and try new things
- HAVE FUN!

Questions?