

# INTRODUCTION TO MENTORING

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**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

- It's on the IHPCSS website and on the Moodle
- Outlines expected and unacceptable behaviors as well as the consequences of unacceptable behavior
- 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:
  - 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 remote
  - 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:

- Fatmeh Almasi - [fatemehalmasi.ie@gmail.com](mailto:fatemehalmasi.ie@gmail.com)
- Derek Groen - [derek.groen@brunel.ac.uk](mailto:derek.groen@brunel.ac.uk)
- Nikolaos-Palaiologos Foskolos - [npfoskolos@gmail.com](mailto:npfoskolos@gmail.com)
- Jingwei Li - [jingwei.li@colorado.edu](mailto:jingwei.li@colorado.edu)
- Maria Guadalupe Barrios Saze (Lupe) - [m.g.b.sazo@astro.uio.no](mailto:m.g.b.sazo@astro.uio.no)
- Filippo Gatti - [filippo.gatti@centralesupelec.fr](mailto:filippo.gatti@centralesupelec.fr)
- Sylvia Sullivan - [sylvia.sullivan@kit.edu](mailto:sylvia.sullivan@kit.edu)

# Returning Mentors

This year we have 15 returning mentors:

- Daniel Howard - [dhoward@ucar.edu](mailto:dhoward@ucar.edu)
- Tomislav Maric - [maric@mma.tu-darmstadt.de](mailto:maric@mma.tu-darmstadt.de)
- Ben Payne - [ben.is.located@gmail.com](mailto:ben.is.located@gmail.com)
- Senol Piskin - [senol.piskin@istinye.edu.tr](mailto:senol.piskin@istinye.edu.tr)
- Nikolaos (Nikos) Vilanakis - [nikosvil@hotmail.com](mailto:nikosvil@hotmail.com)
- Cathrine Bergh - [cathrine.bergh@gmail.com](mailto:cathrine.bergh@gmail.com)
- Joey Dumont - [joey.dumont@gmail.com](mailto:joey.dumont@gmail.com)
- Dmitry Nikolaenko - [dmitry.nikolaenko@plymouth.ac.uk](mailto:dmitry.nikolaenko@plymouth.ac.uk)

# Returning mentors lightning talks



# Mentors

Weronika Filingier  
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Scott Callaghan  
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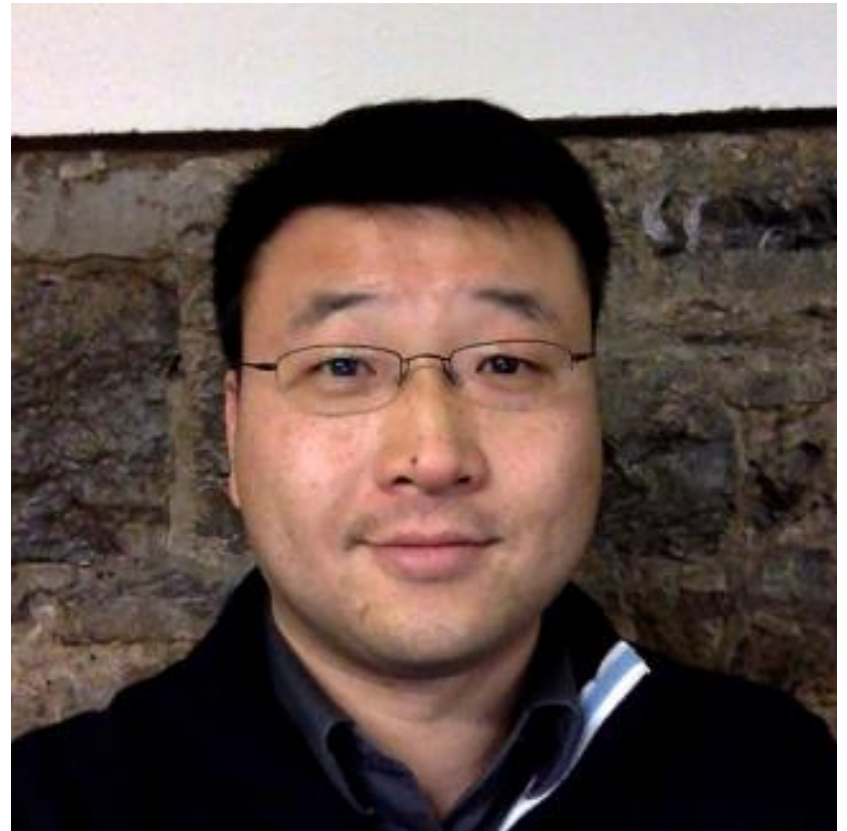


# Mentors

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# Mentors

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# Mentors

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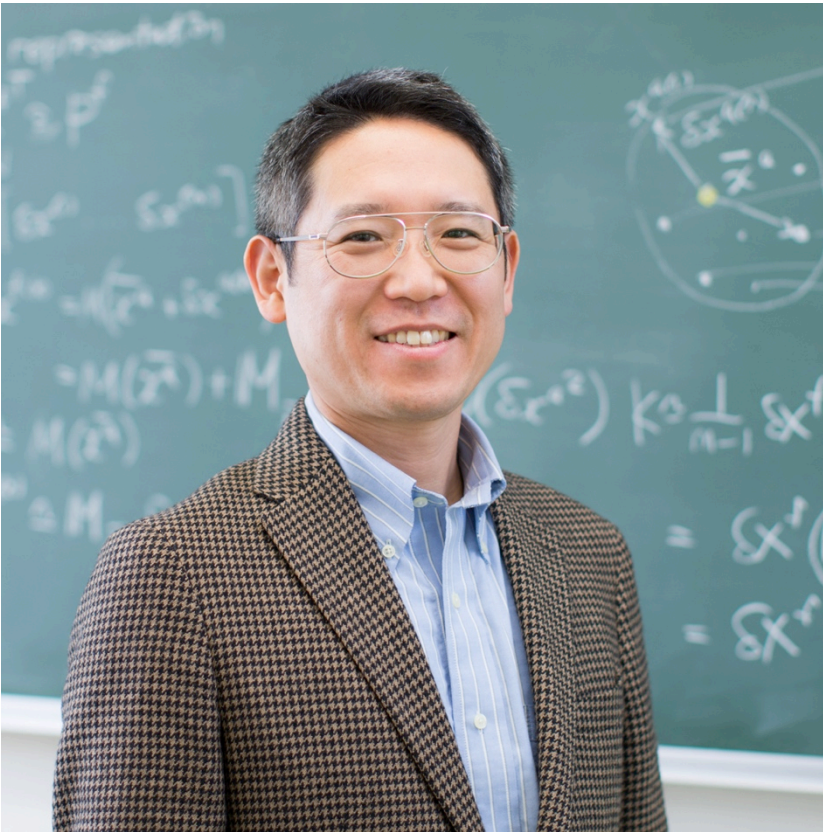
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# Mentors

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# Mentors

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# Mentors

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Tom Cheatham  
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# Mentors

Takeshi Terao  
takeshi.terao@riken.jp



# People skills

- Networking
- Good communication skills - ability to talk about your work with anyone, regardless of their background
- Good presentation skills
- Maintaining cordial relationships with people you don't really like

# NETWORKING

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Networking is about creating and making use of both formal and informal connections with other people to develop your career.

# Networking

- **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 don't really like.

# Imposter Syndrome

- Felt by everyone at some point
- 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!



# RESILIENCE

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The ability to adapt, deal with unpleasant things and bounce back. It's neither about silently enduring nor letting go of everything. It's your capacity to recover the mental balance quickly and with a minimum damage.



# Resilience

- Figure out what effects you negatively and learn how to cope with it
- Know yourself – the good (use it to your advantage) and the bad (work around it).
- Always put yourself first
- Find your place
- Work towards achieving work-life balance

# Work-life balance - It's about YOU!

- It's your life and it's your work
- **Make Yourself a priority**
- Understand your goals
  - What is the most important to you?
  - What do you want to achieve now?
  - Where do you want to be in the future?
- Manage your time vs. energy

	URGENT	NOT URGENT
IMPORTANT	CONCENTRATE DO IT NOW	CONCENTRATE SCHEDULE IT
NOT IMPORTANT	DELEGATE OR AUTOMATE	ELIMINATE DROP IT

# Mentoring Schedule

<b>Monday / Tuesday</b>	<b>10am CEST &amp; 9am PDT</b>	<b>Introduction to mentoring</b>
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.

# Take Aways

- 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?