



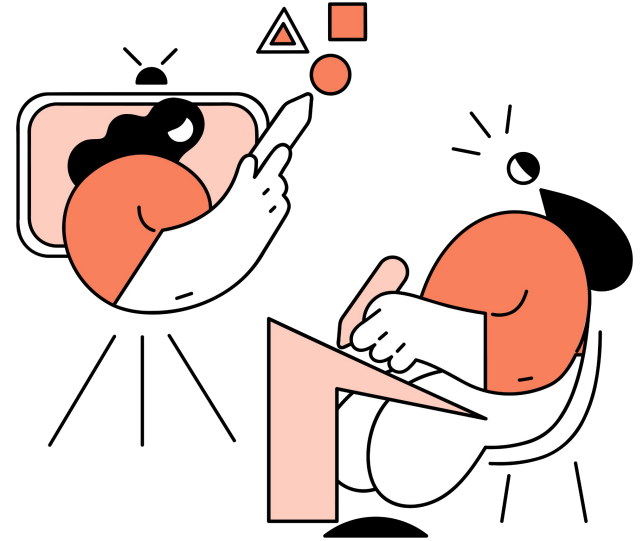
MENTORS in IT:

Formulas for successful tandems

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ABOUT ME

ALLA DORTMAN

- ✓ 11 years in HR, was trained as a teacher
- ✓ HRD in IT company **SETRONICA**, where mentoring is offered as a service to external companies
- ✓ Partner of startup accelerator **A-Start**, Certificate **iWAM/VSQ Professional**, Member of the Career Counseling and Support Association
- ✓ Adept at Goldratt's Theory of Constraints, trained in the best TOC Strategic Solution

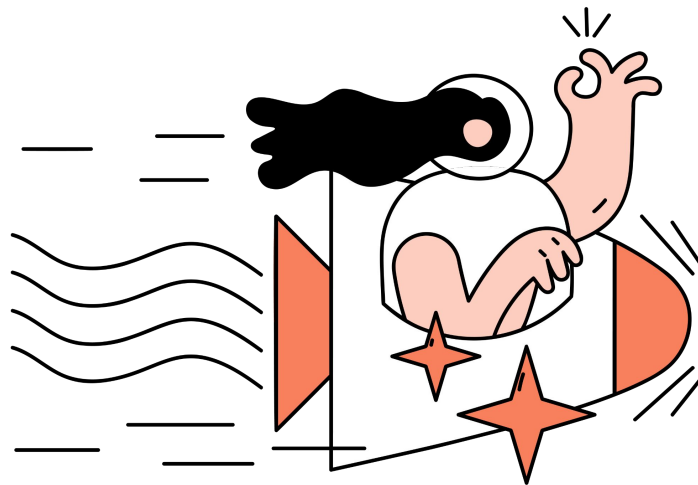




PLAN

WHAT I PLAN TO DISCUSS

- 1 Mentorship at Setronica
- 2 How we learned to stop seeking the impossible from our mentors.
- 3 Mentor typology in JobEQ tests
- 4 Examples
- 5 Conclusions and questions





MENTORSHIP IN SETRONICA

WHAT ARE THE BUSINESS NEEDS?



With reduced resources and costs, aim to achieve the same or greater output, ideally doubling it, while maintaining speed and quality standards.



MENTORSHIP IN SETRONICA

What was our vision for The Mentor's role?

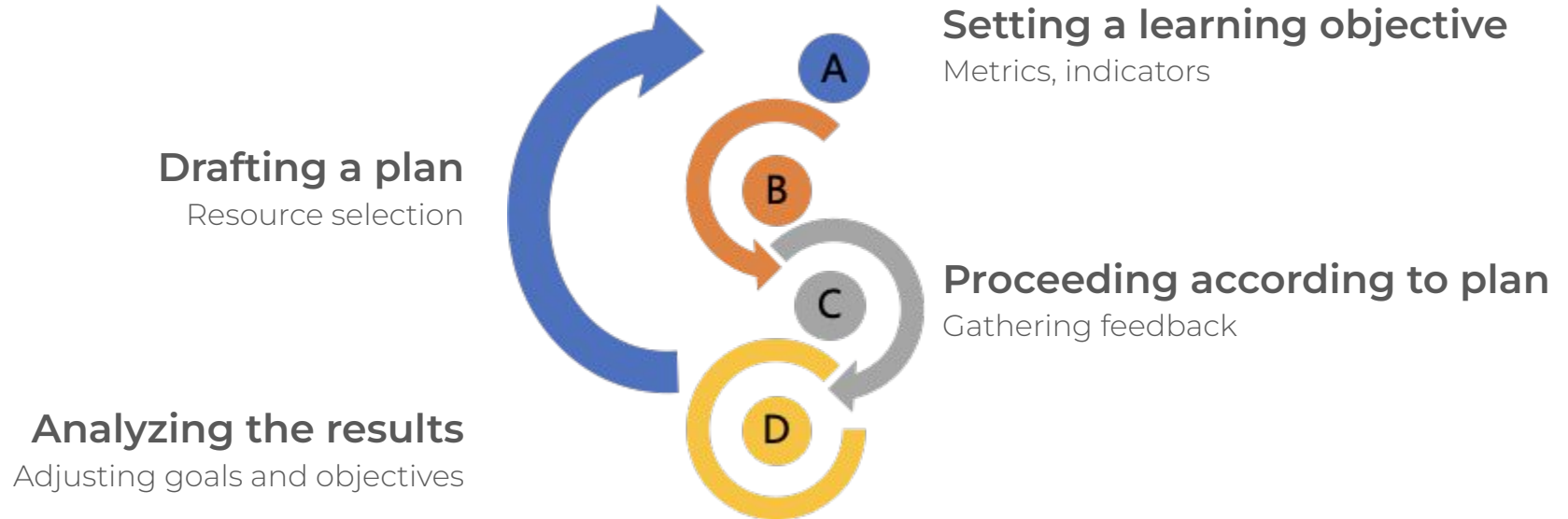
1. Training and Skills Development
2. Referrals and Consulting
3. Network of contacts
4. Emotional support
5. Feedback and evaluation
6. Increased self-awareness and reflection
7. Decision-making support
8. Motivation, inspiration and new horizons
9. Career development support
10. Work/life balance





MENTORSHIP IN SETRONICA

What was our vision for the learning process?





How we learned to stop seeking the impossible from our mentors.

Don't label me

We initially adopted a standard approach to mentoring, attempting to create a one-size-fits-all program, but we soon realized that it yielded varied results.



This approach was costly and unpredictable.

As a result, we began seeking exceptional qualities in our mentors, and we were successful in finding them.



New approach

What was our alternative vision for the role of the mentor?

About the path	About skills	About inspiration	About motivation
Support for career development Guidance on development paths and advice Work-life balance	Training and skills development Feedback and evaluation	Network of contacts Motivation and inspiration, new horizons	Emotional support Improved self-awareness and reflection Support in decision making



Mentoring in JobEQ tests

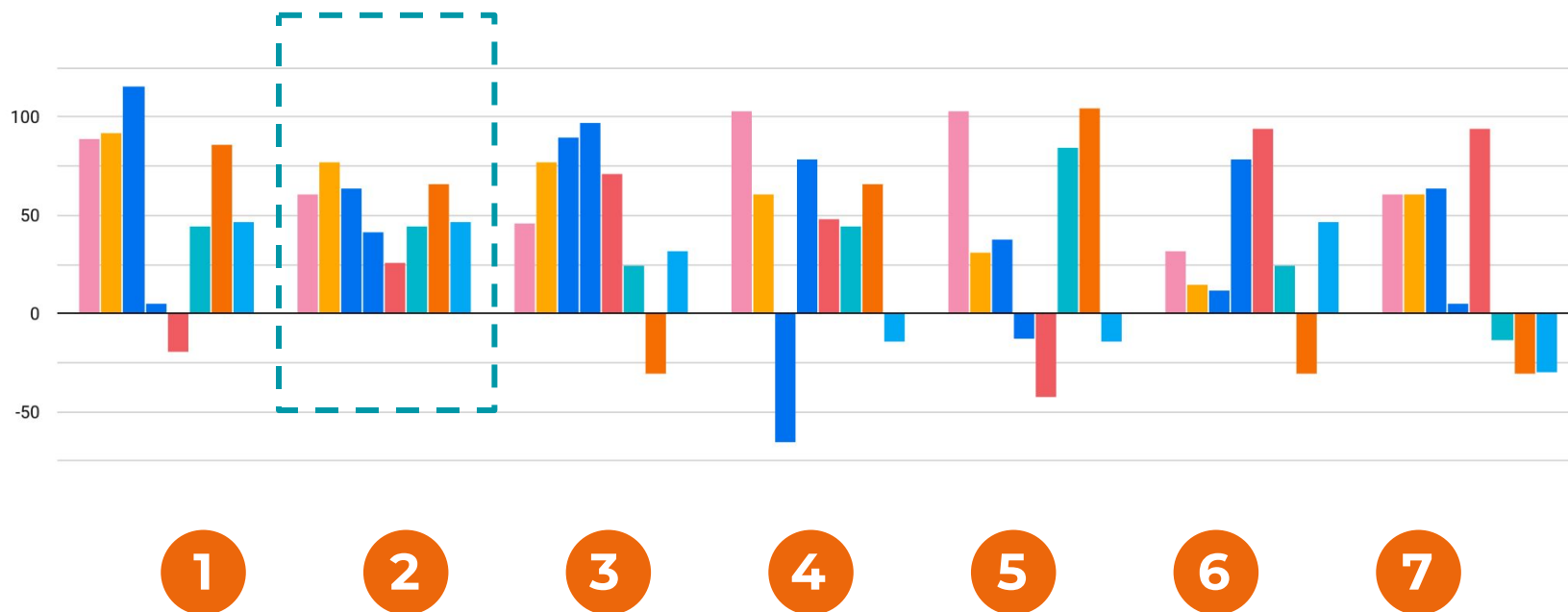
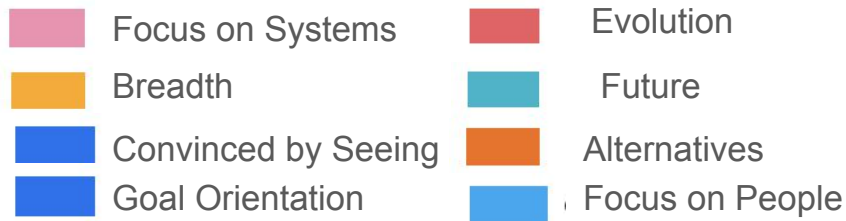
CAREER MENTOR

1. Future
2. Convinced by Seeing
3. Goal Orientation
4. Focus on people
5. Focus on Systems
6. Breadth
7. Evolution
8. Alternatives



Mentoring in JobEQ tests

Career mentor





Mentor typology in JobEQ tests

TECHNICAL MENTOR

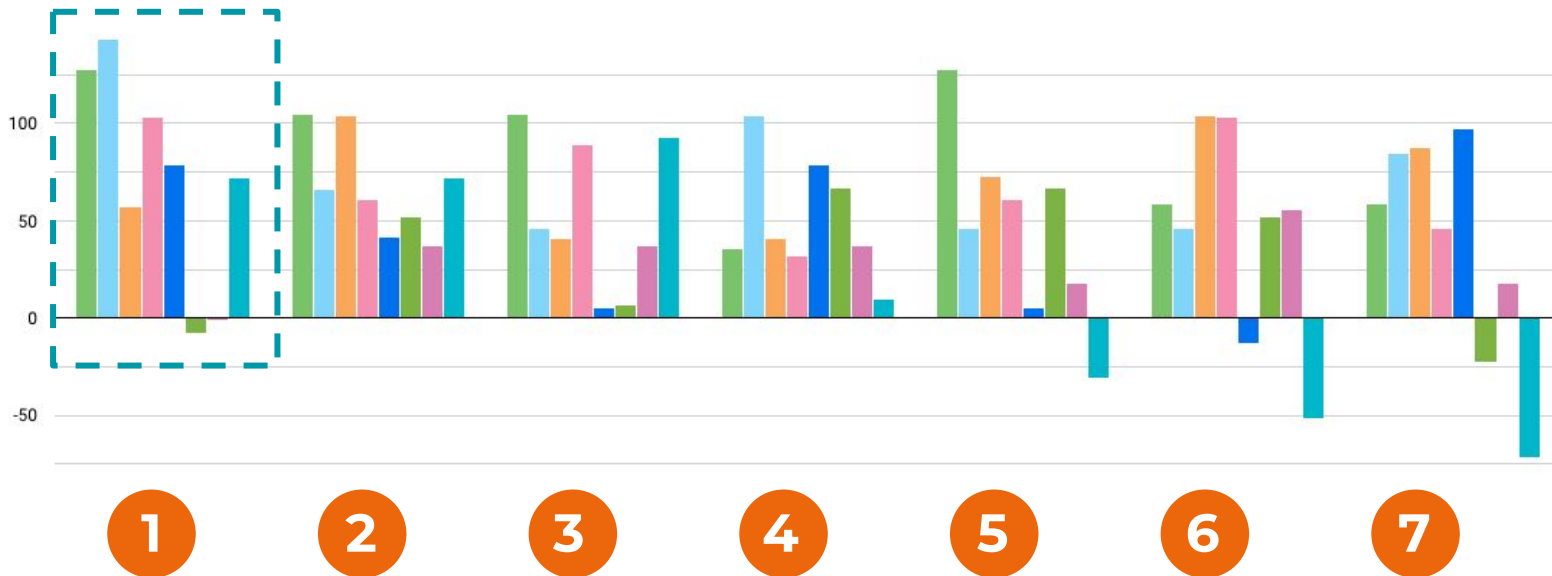
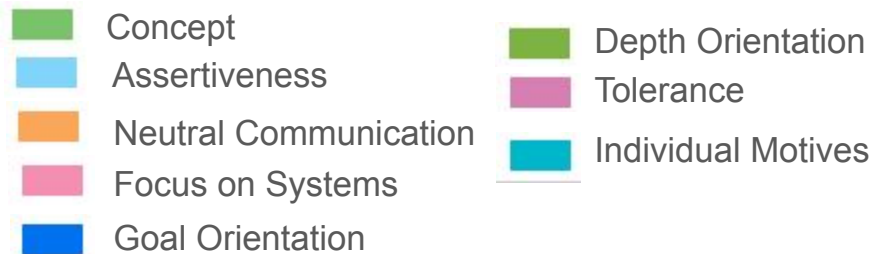
1. Goal Orientation
2. Assertiveness
3. Tolerance (must be low)
4. Depth Orientation
5. Concept
6. Neutral Communication
7. Focus on Systems
8. Individual Motives





Mentoring in JobEQ tests

Technical mentor





Mentoring in JobEQ tests

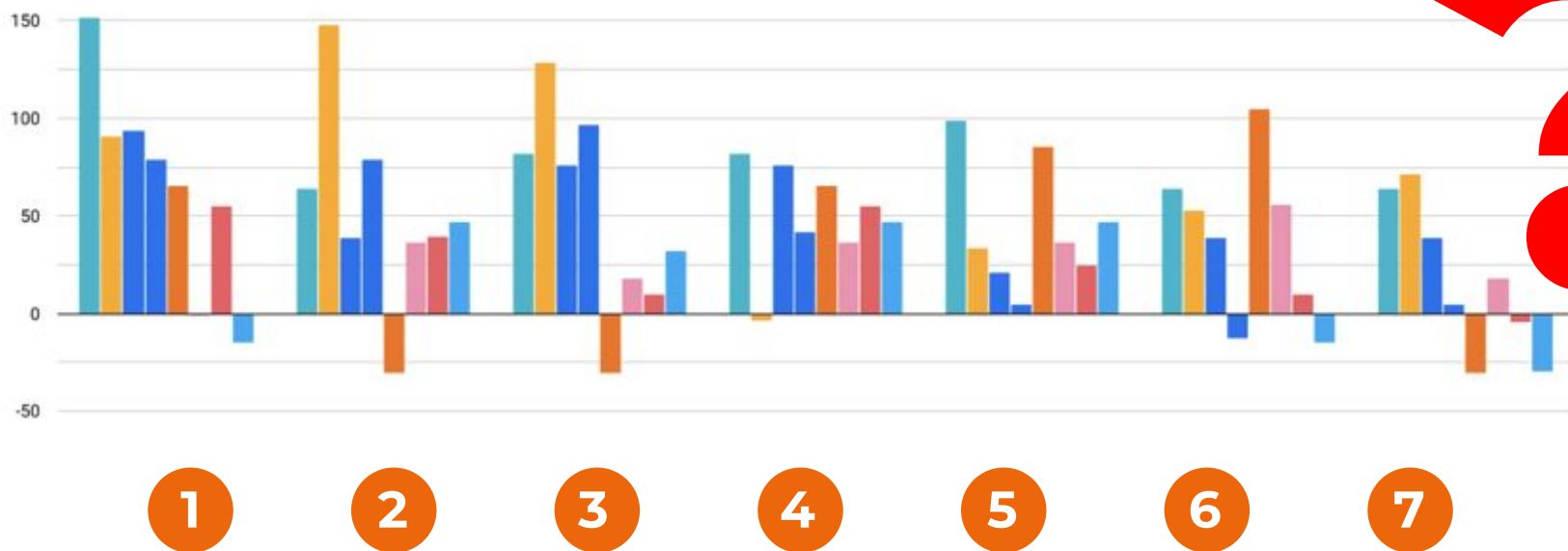
MOTIVATOR MENTOR

1. Affective Communication
2. Goal Orientation
3. Focus on People
4. Affiliation
5. Shared Responsibility
6. Alternatives
7. Tolerance (must be high)
8. Convinced by Hearing



Mentoring in JobEQ tests

Motivator Mentor

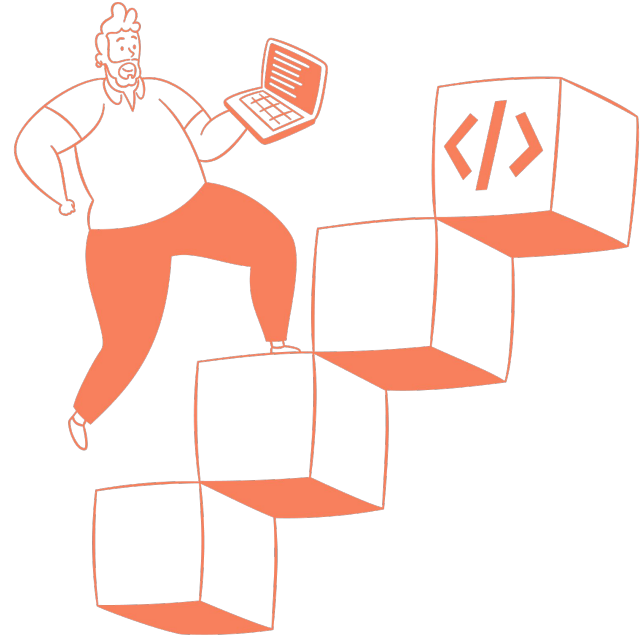




Mentoring in JobEQ tests

INNOVATIVE MENTOR

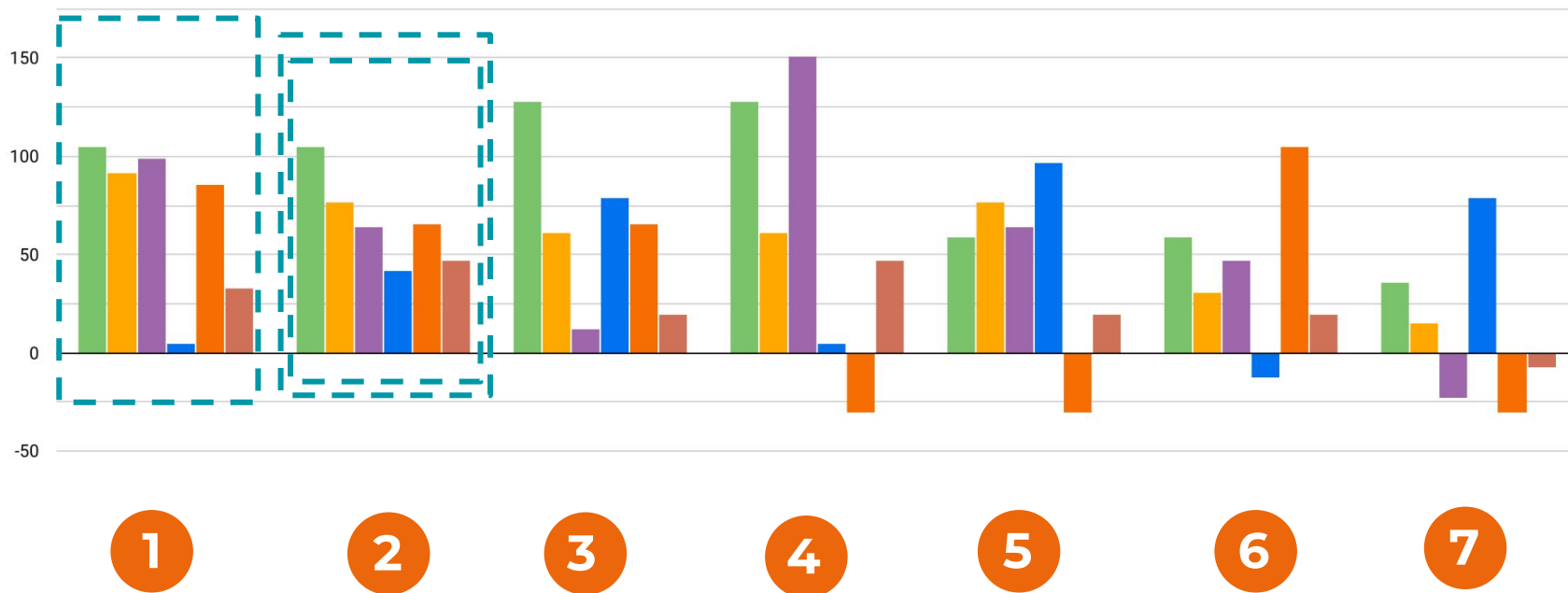
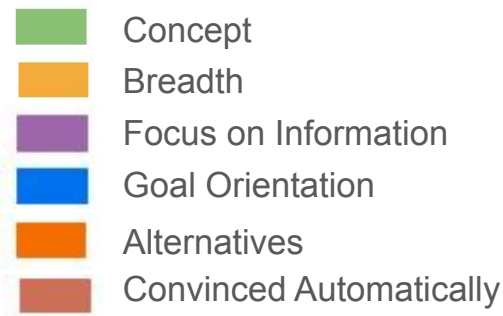
1. Concept
2. Focus on Information
3. Convinced Automatically
4. Breadth
5. Goal Orientation
6. Alternatives





Mentoring in JobEQ tests

Innovative Mentor





Conclusions

MENTORS IN IT

- 1** Mentoring is always directed towards a specific purpose. Identify the purpose in your case.
- 2** Recognize that there is no one-size-fits-all perfect mentor for everyone. Understand your specific needs.
- 3** Mentor-mentee pairings are not permanent. As individuals grow and change, so do their needs.





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