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Trends in mentoring – capturing the highlights from the first three years of NCME meetings

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Agenda

- 10.45-12.00 – **Trends in mentoring** (with 10 min break)
Dissemination of the findings from NCME meetings on topics such as peer mentoring, mentor recruitment and managing mentor relationships
Panel host and NCME findings presentation by: Victoria Nicholl.



Panellist: **Becky Nelson**, Be the Business

- 12.00-1.15 – Lunch and optional 15-minute tour of Invention rooms
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Topic 2020-22

Recruiting mentors

Managing mentor exits and relationships

Tools for tracking mentee progress

The benefits of peer mentoring for entrepreneurs

How we can get better at recruiting female mentors

To pay or not pay? How best to engage coaches and mentors

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Recruiting mentors

Sourcing

- **Foundation – worth the extra effort, it pays off**
 - **What qualities are you looking for?**
 - **Different approaches**
 - **When you are starting out – direct networks**
 - **When you need to expand – indirect networks**
 - **Who do you want to be mentoring your entrepreneurs?**
 - **Attitude and audience – who will work best for your mentees and what other internal stakeholders / priorities are you trying to balance?**
 - **DIVERSITY**
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Applications

- Experience
 - Keep it simple and lightweight
 - LinkedIn profile / CV
 - Why do they want to mentor?
 - Expectation management
 - Mentor Recruitment Pipeline Suggestions
 - Trusted colleagues
 - Alumni
 - Mentor recommendations
 - Approaching relevant communities
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Interviewing

- **Leeds**
 - **None beyond the telephone call, real test becomes signing the mentor guiding principles**
 - **Imperial - Four stages process**
 - **Mentoring Service Manager**
 - **Case to IVMS Directors**
 - **Final Round senior mentor**
 - **References x 3**
 - **Takeaway**
 - **Your process will be formed on where you are with your service, how formal / informal it is / where you are sourcing your mentors**
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Referencing

- **Vital**
 - **Easiest – solid references from trusted colleagues or current mentor pool**
 - **More effort – 3 x 10-minute phonecalls**
 - **The quality of referees matters**
 - **Set the scene for the referees**
 - **Questions Imperial asks referees**
 - **Thank them, offer to return the favour, invite them to an event, ask them if there are any other interactions they would like to have with your institution – can lead to unexpected benefits :o)**
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Guiding Principles

- **Structure creates freedom. There is value in upfront expectation management and agreeing an exit strategy.**
 - **Agreements / Code of conduct**
 - **Welcome to use IVMS Guiding Principles as a starting point**
 - **Get your legal team to look over it or write it**
 - **Need everyone to sign – ventures and mentors**
 - **Take Aways - things to consider:**
 - **Can mentors join or invest in ventures they mentor?**
 - **Recusal process**
 - **Sole mentoring or multiple perspective?**
 - **What constitutes active mentoring?**
 - **Conflicts of interest**
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Thank you to our panel

Time for lunch!