



# Mentorship Program

REDI SCHOOL OF DIGITAL  
INTEGRATION

INFORMATION & GUIDELINES FOR  
MENTORS

# Welcome!



Welcome to the ReDI School of Digital Integration and thank you for registering as a mentor. At ReDI we believe that integration starts with the simple word „Hello“.

## **So: Hello!**

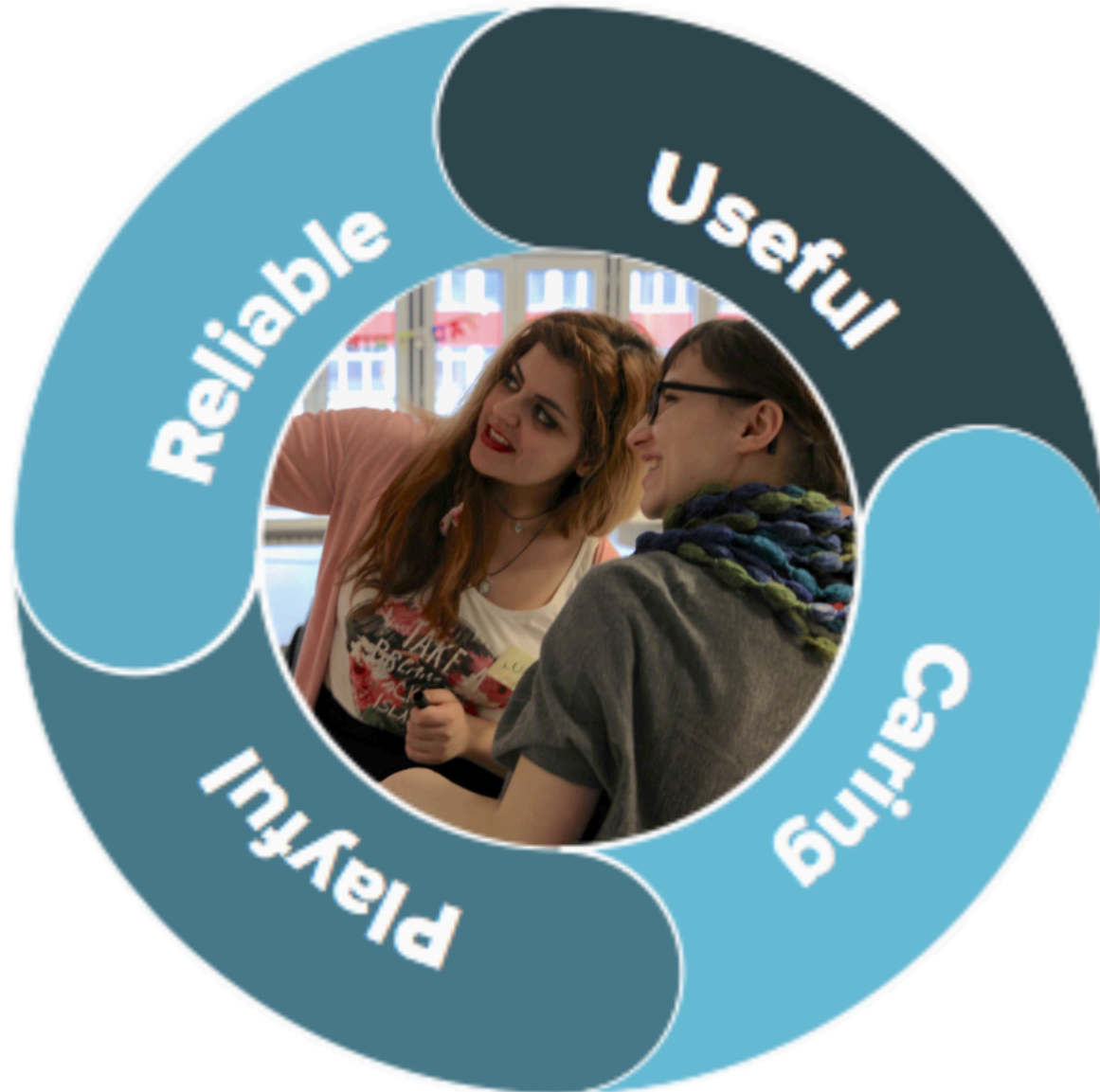
With the mentorship program we want to connect our students with you as mentors because we think finding an answer to a question is easier with a counterpart than alone. Our students can benefit from your experience, your network, your knowledge and you are able to share your knowledge with new talents, maybe get new ideas, look at things from a different perspective or simply meet a great person!

On the following pages you will find some information and guidelines on how the mentorship program works. It would be great if you could read the following pages carefully to get a better understanding of the mentorship program.



# ReDI Values

At ReDI we love working and creating things together and we have all agreed to a certain Code of Conduct. It would be great if you could read through it [here](#)



# General Information

- ▶ **Thank you for being a mentor!**
- ▶ **Matching:** If you have not registered your profile with ReDI Connect please do so here: <https://connect.redi-school.org/front/signup/mentor>
- ▶ Mentees will apply according to what help you have offered, once you clicked on „**accept mentee**“ you are able to communicate
- ▶ **Communicate with your mentee:** After the matching you can communicate with your mentee directly, if there are any problems that cannot be solved on your own or if you have any questions you can email us at [isabelle@redi-school.org](mailto:isabelle@redi-school.org)
- ▶ **Communicate with other mentors:** We have set-up a slack channel for all mentors which you are welcome to join if you like. Click here to join [#redi\\_mentors2019](#)
- ▶ We are also planning a Kick-off event and regular monthly meetups, so check our communication channels: [#redi\\_mentors2019](#), [Facebook](#), [MeetUp](#), [Instagram](#)
- ▶ **Tracking your sessions:** Please login to ReDI Connect regularly to track your sessions



# Mentor Responsibilities & Guidelines



- ▶ **Give 6 hours of your time** (1 hour a month over 6 months)- this can be more if you like
- ▶ **Communicate** with your mentee and agree on time and dates for the sessions
- ▶ **Find a suitable meeting space** (this can be your office, a café or you can go for a walk? We suggest not to meet in your home or the mentee's home)
- ▶ **Track sessions** in **ReDI Connect**
- ▶ **Communicate with us at ReDI:** [isabelle@redi-school.org](mailto:isabelle@redi-school.org)
- ▶ 1 session of **job shadowing** (if possible)
- ▶ **Share information** about your background, skills and interests
- ▶ **Help mentee** set educational/career/ personal goals
- ▶ **Support** the mentee building self-confidence and self-esteem
- ▶ Offer mentee constructive and meaningful **advice** and feedback
- ▶ If you do not think the meetings are not useful on a personal or content level, please let us know immediately so we can either find you a new mentee or help solve the issue
- ▶ If you think that a student might be undergoing some psychosocial issues, please report immediately to Isabelle via email [isabelle@redi-school.org](mailto:isabelle@redi-school.org) or via slack @Isabelle. We are in touch with psychosocial counselors at [ipso Berlin](#).

# Some examples of mentor roles (these are some ideas)

- ▶ Advisor
- ▶ Home work buddy, coding buddy
- ▶ Sponsor and initiator
- ▶ Sparrings-partner
- ▶ Career-Coach
- ▶ Door opener

# What could a mentoring session look like?



Last semester we were asked by mentors what should be discussed in the mentoring sessions. We would like to give you a few ideas:

- ▶ **For mentors that have a tech background:** Students of the Digital Career Program often need help with their studies from their courses, please find the curricula of the courses here: <https://www.redi-school.org/berlin-career-program>
- ▶ **PLEASE NOTE:** Students will not only study in their tech classes but also get soft skills trainings such as: „Start your tech career“, „Application writing“, „LinkedIn“, „Survive the job interview“, they need to attend these trainings in order to get their certificate, students can also schedule a career counseling session at ReDI, so if you cannot give career advice, you can send them to us
- ▶ **Ideas for mentors that don't have a tech background:** Ask your mentee if they have attended the workshops and if they need help with the content of the soft skills trainings or (if you are an IT person yourself) with their tech courses and make this the content of your sessions
- ▶ **In general:** Ask your mentee if the two of you would like to define some goals for your meetings



# QUOTES FROM LAST SEMESTER



***„Giving people a chance to grow into a new professions and culture is a vital part for someone´s individual development but also for our society. Volunteering to personally support ReDi School´s mission, to break down barriers and unlock human potential regardless of their background, harmonizes with my ideal of helping others to grow. The mentor program provides a great opportunity to make an impact and help one´s professional progression through an one-on-one relationship while also learning from the mentee them self.“*** Hendrik du Bois-Reymond, Coca-Cola GmbH, Manager Occasion & Portfolio West Europa





# Let us know if you need help!

## ReDI Career Support Team

Contact us at:

<https://www.redi-school.org/career-support>

[isabelle@redi-school.org](mailto:isabelle@redi-school.org)



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