



Mentoring Program

BasaliTech is an organization that aims to support women in STEM careers and girls aspiring to undertake such careers. Our goal is to provide a solid support network to females to enable them to reach their career goals and make informed career decisions through helpful events, information and networking which may lead to a higher portion of women in STEM resulting in a reduction in the gender gap in stem fields

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Mentoring Benefits to both mentors and mentees

- Advice on developing strengths and overcoming weaknesses
- Professional and personal growth and increased self-confidence
- The opportunity to develop new skills and knowledge
- Recognition as a subject matter expert and leader with a positive effect on reputation
- Exposure to fresh perspectives, ideas and approaches
- Opportunity to reflect on their own goals and practices
- Development of their personal leadership and coaching styles
- Exposure to new ideas and ways of thinking

References

1. OxFEST Mentoring Program
2. <https://www.michaelpage.co.in/advice/management-advice/leadership/what-are-benefits-mentoring>



Getting Started

What will BasaliTech do?

The BasaliTech mentorship program creates mentor-mentee pairs on a volunteer basis. Both parties will have been approached beforehand to take part or to apply online or other means available. We will check in with the pairs occasionally to track progress and may also ask the pairs to fill in short questionnaires. We will occasionally create events to bring together several pairs for a discussion and networking.

What will the Mentee do?

The mentee is responsible for initial contact with the mentor after the pairs have been introduced. Don't be afraid to reach out to your mentor on time to setup a meeting, preferred method of communication and the frequency. Be curious, have questions for your mentor so that she knows how to guide you. The mentee must :

- Take responsibility for driving one's development and know what they want to achieve from the relationship, have a vision
- Challenge the mentor intellectually, share experiences but be prepared to receive honest feedback.
- Maintain a positive view of one's self, have faith in your mentor but don't expect too much

What will the Mentor do?

Despite initial contact encouraged to be made by the mentee, the mentor is welcome to reach out as we may have shy mentees. They must provide themselves as a resource to the mentees by:

- Sharing organisational experiences and knowledge of career options
- Life experiences and knowledge of people, and working with them professionally and otherwise
- Technical expertise – job and role related which can be technical or managerial



- Being a good listener, showing interest and trust and enabling the mentee to find solutions

The Mentoring Process

Mentoring is about helping people progress in their development. As such, a mentoring relationship does not stand still. Most go through the following stages:

1. Building rapport: getting to know each other and agreeing on the basis for working together
2. Setting direction: understanding the issues to be tackled, outlining goals and priorities
3. Making progress: the action part with regular contact and activity
4. Moving on: when the purpose of the partnership has been achieved

Disclaimer

The program works on a volunteer basis and based on the terms of the mentor-mentee pairs. Individuals may drop out at any time and they are responsible for scheduling and content not provided by BasaliTech. The committee does not warrant or accept any responsibility for the delivery, quality or content of any mentoring provided by a mentor, nor for any consequence of the giving or absence of such service. All parties involved in any mentoring relationship arising from this programme acknowledge and agree that all aspects of such relationship are solely under their control, and they hereby waive any claims they may have against BasaliTech, its officers, members, or affiliates.