

# IMM Mentor Program

A two year mentor program at IMM is initiated as part of the IMM Junior Faculty program. The aim of the **new IMM Mentor Program** is to support the career development, the professional and personal development of the IMM Junior Faculty members.

## **Mentee - Develop your personal career plan and gain invaluable knowledge**

The mentee will together with the mentor formulate a career plan and get a better understanding of his/her own preferences, interests and needs.



## **Mentor - Get a chance to share knowledge and experience**

The mentor is willing to invest time in the mentee. The role of the mentor is to listen actively and ask questions in order to help the mentee to progress in his/her development. The mentor can also provide the mentee with contacts and networks as well as inspire and share experiences. Mentoring provides a mutual exchange as the mentor has access to new perspectives and insights from a younger generation.

## **Process**

- When the decision about who will receive the financial support in the Junior Faculty program is made, those persons will be contacted and asked to make a written agreement about mentorship.
- To get a mentor you can either contact someone you think can be a suitable mentor for you or you can apply for a mentor. The mentor can be someone from IMM/KI or someone from outside of KI (it has to be someone outside the unit). Apply at [prefekt@imm.ki.se](mailto:prefekt@imm.ki.se),
- If you want to be a mentor you can apply at [prefekt@imm.ki.se](mailto:prefekt@imm.ki.se). Please describe why you want to be a mentor
- The IMM Mentor Program will start with an *Introductory meeting* for all mentees and mentors in September/October 2012. The mentee and mentor shall thereafter clearly define with each other what both parties expect and want out of the mentor program. Every other month (or more frequently) there shall be *Individual discussions*, etc.
- For further information please contact IMM HR Manager Lena Nirland

More detailed information will be described later during the spring.

Anders Ahlbom  
Head of IMM