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A L U M N I E M N O R M A N D I E

# MENTORING



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# WHAT IS A MENTOR?

In Greek mythology, Mentor was the tutor of Telemachus and a friend of Odysseus.

By extension, a mentor is an **experienced**, **attentive**, and **wise** advisor whom one can fully trust.

It is important not to confuse mentoring with coaching, as they are two different concepts.

Having a mentor means engaging in a **collaborative process** based on **exchange** and **knowledge sharing**, with the goal of accelerating progress and giving greater scope to one's project.



*Mentoring is a supportive relationship, based on voluntary participation, between two people who have no hierarchical or functional connection, where one is more experienced than the other.*

*This supportive relationship involves regular meetings over a certain period (usually one meeting per month for 6 months to 1 year), during which the less experienced person, called the mentee, brings topics and questions in order to benefit, confidentially and free of charge, from the professional and personal experience of the more experienced person, called the mentor.*

**Catherine THIBAUT**  
**"Mentoring in All Its Forms",**  
**Groupe Studyrama, 2022**  
**"Le mentorat dans tous ses états",**  
**Groupe Studyrama, 2022**

# EM NORMANDIE ALUMNI MENTORING

EM Normandie Alumni offers all **lifetime student members** and **lifetime graduate members from the Class of 2000** onward the opportunity to participate in the **mentoring program**, which consists of **pairing a mentor with a mentee**.

Mentoring is based on **voluntary participation** and represents a **mutual** support approach within the community.

It allows the sharing of experience and advice on topics in which the mentor is experienced, helping the mentee develop their professional project and prepare for entering the workforce.

The goal isn't to directly find them an internship or a job, but to guide them in their approach and allow them to interact with a professional in a supportive and constructive way.

The mentoring period will be agreed upon between the mentor and the mentee (a follow-up of at least 6 months is strongly recommended).

The mentee may have a specific question and wish to meet with their mentor only once; this is called **flash mentoring**.

## TOPICS MOST FREQUENTLY ADDRESSED BY MENTEES

- ✓ I chose a general field of study and today I still don't know which path to take
- ✓ I would like to be best prepared for my job search (internship, work-study, first job) in terms of the process to follow and the professional attitude to demonstrate
- ✓ I would like to learn more about a sector or a profession – will it suit me?
- ✓ I have an international career project but I don't know how to get started
- ✓ I want to start building my professional network, but I'm not very comfortable reaching out to professionals
- ✓ I would like to start my own business, but I don't know where to begin
- ✓ I am starting in a company and would like guidance to be effective from the start
- ✓ I would like to meet professionals to discuss their career paths
- ✓ I have a very specific professional question that can be answered in a single meeting (flash mentoring)

# FLASH MENTORING – INCLUSION SERVICE

The Alumni Association partners with the School's Wellness Department to offer students who need support the opportunity to participate in flash mentoring on specific topics (you can choose to offer these sessions by selecting the corresponding topics when creating your mentor profile) :

## — Homework Review

To address the fact that some students don't have someone at home who can review their academic work, you provide support to the student, occasionally and upon request, by reviewing their written assignments. This helps compensate for this social inequality.

## — Special advisory on « diversity »

Are you an outsider with an atypical background? Have your specific circumstances (health status, gender, financial resources, etc.) influenced your life path and/or your professional and personal choices? Share your positive and negative experiences with students facing similar challenges in confidential mentoring sessions.

## — Combating discrimination and self-defense strategies

Have you experienced discrimination at work due to your health status, gender, social background, sexual orientation, or gender identity? Have you developed defense strategies or ways to identify risk signals? Share your experience with students facing similar challenges.

# MENTOR'S QUALITIES



## Supportiveness

Show patience, positivity, and attentiveness toward the mentee in a selfless and understanding way,



## Professionalism

Organize the content of meetings and set clear objectives,



## Trust

Be able to build a strong connection with your mentee.



# RULES FOR MENTORS

- ✓ Update your profile on the Alumni website,
- ✓ Listen, advise, and encourage your mentee so they can achieve their goals,
- ✓ Maintain complete confidentiality of all exchanges,
- ✓ Contact the Alumni team in case of questions or difficulties,
- ✓ Respond to requests from the Alumni team and provide a mid-term review and a final report at the end of the mentoring period,
- ✓ Honor the commitment made for the duration of the mentoring.

# PRINCIPLE

- ✓ One mentor-mentee pair,
- ✓ Based solely on voluntary participation,
- ✓ Jointly set objectives during the first meetings, for a minimum duration of 6 months (except for flash mentoring: a specific question answered in a single meeting)
- ✓ Commit to attending all meetings (ideal frequency: 1 meeting per month)

# MENTEE'S QUALITIES

- ✔ **Ability to self-reflect:** Be ready to assess the need for support, have begun taking stock of your strengths and areas for improvement, and to identify your ambitions. Be mentally prepared to receive feedback and advice from others,
- ✔ **Commitment :** Truly and sincerely engage in a process over a short or long-term period,
- ✔ **Professionalism :** Demonstrate professional behavior, maintain regular attendance, and respect the objectives set by the mentor.

# RULES FOR MENTEES

- ✓ Choose your mentor and initiate the first contact **(or contact the Alumni Association if you have difficulty finding a mentor)**
- ✓ Clearly communicate your expectations and needs to your mentor,
- ✓ Prepare for each meeting with your mentor and keep them informed of your progress toward achieving your goals,
- ✓ Maintain complete confidentiality of all exchanges,
- ✓ Contact the Alumni team in case of difficulties,
- ✓ Respond to requests from the Alumni team, provide a mid-term review, and submit a final report,
- ✓ Honor the commitment made for the mentoring period,
- ✓ Keep your mentor informed of your progress at the end of the mentoring period.



# SCHEDULE

1

**September 15, 2025**

Platform opens for mentors

3

**October 13, 2025**

Platform opens for students to register and choose a mentor

2

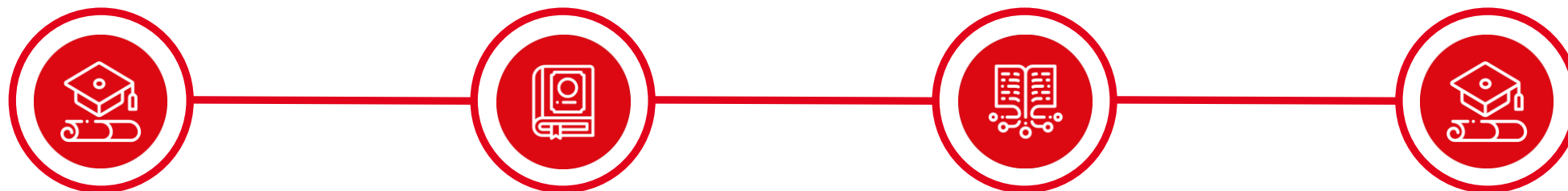
**October 13, 2025**

Launch webinar with a presentation of the platform, mentor profile creation, students' mentor selection, and presentation of the Inclusion Service

4

Start date and mentoring period to be determined between mentor and mentee

M+8 months (June 30, 2025):  
End of mentoring





# Sasha NABET

PROMOTION 2021

Alumni Events Officer  
**Alumni EM Normandie**

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