



M E N T O R
M E N T E E

“Develop, attract and retain a high quality scientific and managerial talent base.”

**Big T Report – Recommendation 5,
November 2003**

A large, stylized graphic of a DNA double helix is positioned on the left side of the page. It is composed of thick, colorful bands in shades of red, blue, green, purple, and pink, all outlined in black. The helix is shown in a perspective view, curving upwards and to the right.

NEW
MENTORING
SERVICE
LAUNCHES
SUMMER 2006

APPLY INSIDE

The BIA is launching a new mentoring service for members to bring together established practitioners with the next generation of industry leaders who may benefit from sharing their experience and knowledge.

MENTORING – ANCIENT ADVICE MADE MODERN

mentor

Definition: adviser

Synonyms: coach, counsellor, guide, guru, instructor, teacher, trainer, tutor

The term "mentor"

The origins of the word spring from Homer's classic "*The Odyssey*", where Odysseus, off to war, chose "*Mentor*" (who was the goddess Athene in the form of Mentor), to protect and advise his son "*Telemachus*." This has translated to the modern day as an "*experienced and trusted adviser*" (Oxford Dictionary).

Mentoring can be a very powerful tool for accelerating experience and transforming businesses by facilitating the transfer of knowledge and experience between bioscience industry professionals. In an environment that regularly trades on the exchange of information between its peers and the success and failures of development initiatives, the industry already naturally demonstrates some forms of unstructured advisory services.

Mentor profile

Mentors will typically be at Board level, with 15-30 years industry experience within an organisation specialising in the bioscience industry environment.

Those interested in becoming a BIA Mentor need to attend a workshop, free of charge, to orientate them to the objectives of the programme and to manage expectations. Mentors will demonstrate a track record of excellence and best management practice as well as possessing the drive and motivation personally, to suit the commitment to be a BIA Mentor. Each mentoring partnership is different but on average a 2-3 day commitment per year is required. In return Mentors benefit by contributing to the continuing success of the industry.

Mentee profile

Mentees may be new to the industry, recently promoted to a senior management role, taking on broader responsibilities embracing functional areas for which they are unfamiliar or perhaps taking on a non-executive directorship for the first time. The pilot programme contained mentees who were both in early career and with considerable experience.

For mentees it's a unique opportunity to have access to someone who's "been there and done that". The scheme will help to develop business and leadership skills and for smaller companies, a better chance of succeeding in today's competitive market.

The BIA service is completely confidential and mentors and mentees will be carefully matched, to ensure not only that the knowledge and experience is relevant but that the "chemistry" is right.

The powerful combination of a successful partnership will also add strength to the UK bioscience capability and help to deliver on the BIG T report recommendation to “Develop, attract and retain a high quality scientific and managerial talent base.” **Big T Report – Recommendation 5, November 2003**

HOW DOES IT WORK?

You are now only **3 small steps** away from becoming part of the BIA Mentor programme. For both mentor and mentee, this is a unique opportunity to form a useful and beneficial exchange of knowledge that will strengthen both parties personal development and bring advantage to your respective organisations.

Interested? What to do next.?

1. Application

The mentoring programme is open to any individual in a BIA member company.

To discuss the programme, contact the mentoring programme manager, Tony Bradshaw by e-mail tbradshaw@bioindustry.org or call him on 0207 565 7143 for a confidential initial discussion. Places are limited.

If you are not already a member of the BIA contact Nik Screen at nscreen@bioindustry.org to understand the benefits of doing so beyond the BIA mentor programme.

2. Orientation

BIA Mentee Workshop – register as soon as possible

Having decided to become a mentor or if you are interested in being a mentee, you must attend the workshop to take your application further. The workshop is run by Carolyn Ponder, an expert in the mentoring field, and is designed to orientate participants to the objectives of the programme and to manage

expectations. We will inform you of the date of the next workshop when you contact us.

Over the course of this workshop, the programme facilitator will diagnose mentee needs and aim to match these to the skills of one of the registered BIA mentors. The mentee fee to attend the workshop is £249 payable in advance. Mentors attend the workshop at no cost to themselves. There are a limited number of bursaries available for those involved in biopharmaceutical bioprocessing through the bioProcessUK initiative.

3. Adoption –

Mentoring Partnership Agreement

Following the workshop, if a mentoring partnership is agreed, an adoption agreement is drawn up indicating clearly the expectations and commitments by both mentor and mentee to deliver the objectives agreed.

Each BIA Mentor contract lasts 12 months from its inception date and following receipt of payment of £499 from the mentee. Mentors are not paid but reasonable occasional expenses may be re-imbursed by the mentee subject to agreement.

So, if you're interested in taking part yourself or would like to nominate someone from your company, the first step is to contact the BIA for a confidential discussion with the programme manager.

On establishing your requirements, they will then be able to advise on how the service could work for you and when the next workshop will take place.

Quote added here

B I A M E N T O R W O R K S H O P F A C I L I T A T O R



Carolyn Ponder, a Director of Scala Associates, has considerable experience in the areas of coaching and mentoring, having worked with clients such as Citigroup, ABN Amro and the NHS. She works as a coach and has experience in developing engaging mentoring programmes.

To apply:

Mentors / Mentees

For further information or to start your application first contact Tony Bradshaw on 020 7565 7143 or tbradshaw@bioindustry.org

To join BIA Membership:

Contact Nik Screen, Head of Membership Development & Services On 020 7565 7147 or nscreen@bioindustry.org

Mentee sponsorship options – BIA Associate members only. Contact Nik Screen for an initial discussion.



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