

# School of Medicine, Dentistry & Nursing – Mentoring

This guide details the internal and external mentoring opportunities available to those within SoMDN

## Informal Mentoring

Initiated by the mentor or mentee, informal mentoring is usually based on an **organic relationship** between participants whom are somehow already affiliated. Informal mentoring within SoMDN builds on a well-established **culture of information sharing and inclusivity**. Professional growth is positively influenced by **workplace interactions**, accompanied by mutual learning, which are likely to occur between individuals who work within the same site or meet at **informal networking sessions** or in **socialising spaces**.

An informal mentoring relationship may **develop over time**, between people who have **similar interests**. The mentee, who may or may not have specific outcome goals for the relationship, benefits from **informal support and guidance** given by the mentor.

## SoMDN Mentoring Scheme

Those within SoMDN have access to a formalised mentoring scheme. After creation of an **online profile**, mentees can **browse mentor information** and express mentorship **interest based** on their **needs**.

Partnerships can be between staff of the **same or different job families, sites and roles**. The process is **mentee driven** – the ‘pace’ of the relationship is set by mentees, with the expectation that mentors are **contacted when meetings are required**. Mentees should have **specific SMART aims** in mind for the relationship at the beginning to ensure relationship effectiveness.

*The mentoring scheme pilot runs from Sept 2018-Sept 2019, when a 12-month evaluation will take place to assess usefulness and areas for improvement.*

## The Network

The University of Glasgow launched The Network (2014), an **online international networking** site for **alumni, students and staff**. The Network offers members a platform to **gather industry contacts, offer and receive support** from University of Glasgow affiliates and **re-connect with classmates and staff**.

Specific **within-site forums** can keep users **informed** with relevant **opportunities, news and discussions**. Users can be mentors, benefiting University of Glasgow students with their **insight, experience and expertise**. Early career researchers can use this platform to **find placements and form professional relationships**.

Visit  
[www.theglasgownetwork.co.uk](http://www.theglasgownetwork.co.uk)

## External Mentoring Opportunities

A huge range of mentoring schemes are embedded within **professional working bodies**, aiming to foster **information sharing** and **collaboration** between members.

By registering with specific external organisations, those looking for a mentoring relationship can be partnered with a **previously unacquainted mentor or mentee**. This partnership facilitates **tailored, specific information sharing** between members that may have otherwise never met but share **common interests**. Relationships deriving from such schemes can be particularly useful for those wishing to **expand the reach** of their **experience, guidance or potential**.

*Examples include the Royal Society (supporting research fellows) and the Academy of Medical Sciences (assisting post-doctoral researchers)*