

Mentoring Program

Main assumptions

General objective of the Mentoring Program

The goal is to transfer best practices regarding the construction of online courses and create a network of academics to build and transfer knowledge and practical skills in the field of management courses.

Mentoring type and definition

Type of mentoring: Specialized mutual mentoring

„ Mentoring is voluntary assistance, independent of the professional hierarchy, given to another person so that he or she can make significant progress in knowledge, professional work or way of thinking.”

European Centre of Mentoring and Coaching

Expected results: 8 from 14 courses in Management Curriculum (BA studies) prepared for online delivery

Consumer Behaviour	Microeconomics
Financial Accounting	Organizational Methods and Management
Human Capital Management	Project Management
Introduction to Marketing and Sales	Macroeconomics and Public Finances
Logic	Research methods in management
Management Accounting	Business Ethics
Management and Entrepreneurship	Critical Thinking

Expected outcomes

- Creating a benchmark for faculty management of online program building
- Development of faculty competence and improvement of skills in building online programs based on the best practices of foreign partners
- Making the program more attractive by introducing online work tools
- Increasing student engagement in online classes
- Ensuring student interactivity in classes delivered online

Principles of mentoring (1) - Mentee's profile

Academic staff, members
of Management
Department,
employees of CC

A person ready to work
systematically (for 5
months)

English speaker

A person who obtains a
high score of evaluation of
conducted classes

A person who is open to
other perspectives and
authorities

A person who is open to
cooperation and feedback

Principles of mentoring (2) - Mentor's profile

Employees of partner
universities

Speaking English or
Polish

Specializing in the selected
course topics (or familiar with
the course topics)
(* methodologists)

Experienced in designing
online courses

Ready to share your own
knowledge and
experience

Able to listen and ask open-
ended questions

Has readiness to engage
in 5 months

Able to build a
partnership relationship
based on trust and
mutual respect

Able to inspire, encourage,
motivate, support

Principles of mentoring (3) - Rules of cooperation / Mentoring contract

Mentor and Mentee come from different universities

There is mutual voluntariness in the relationship

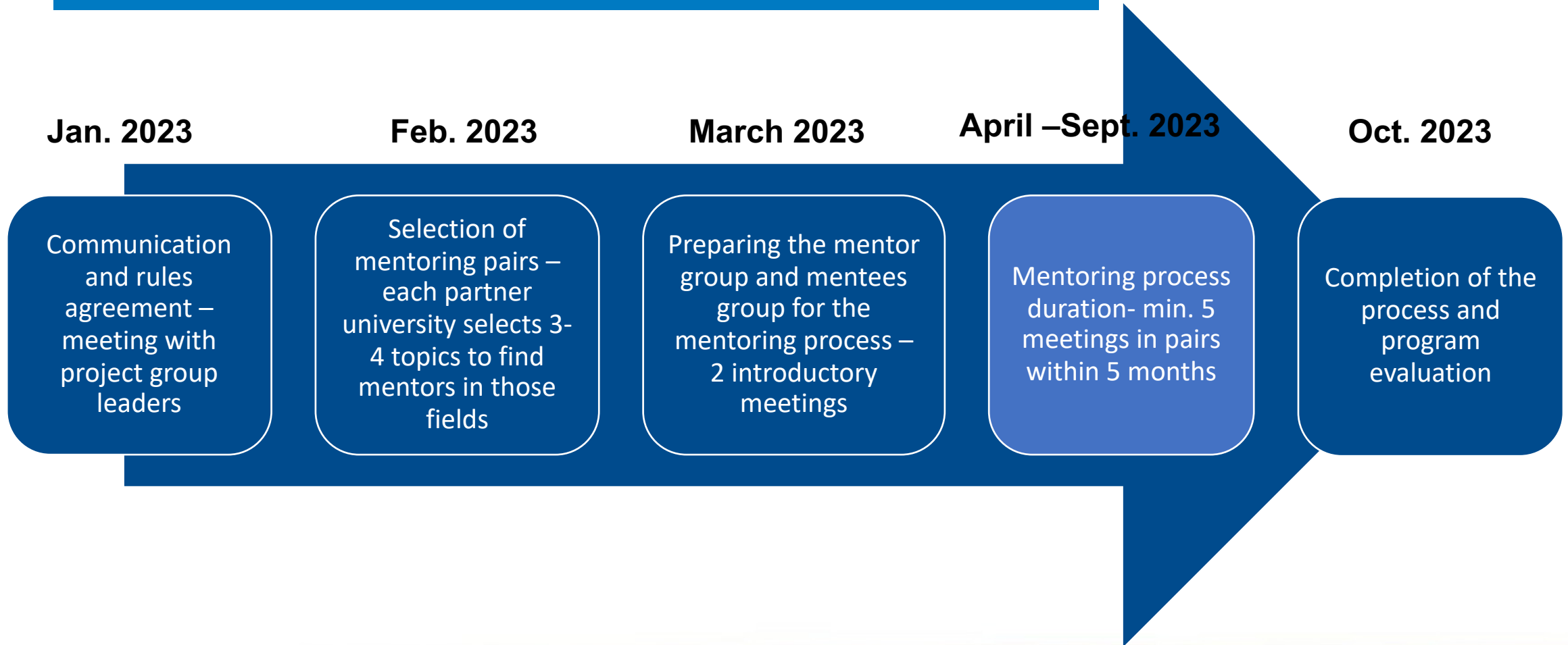
Mentor's knowledge and experience is a shared resource

There is mutual trust and respect in the mentoring relationship

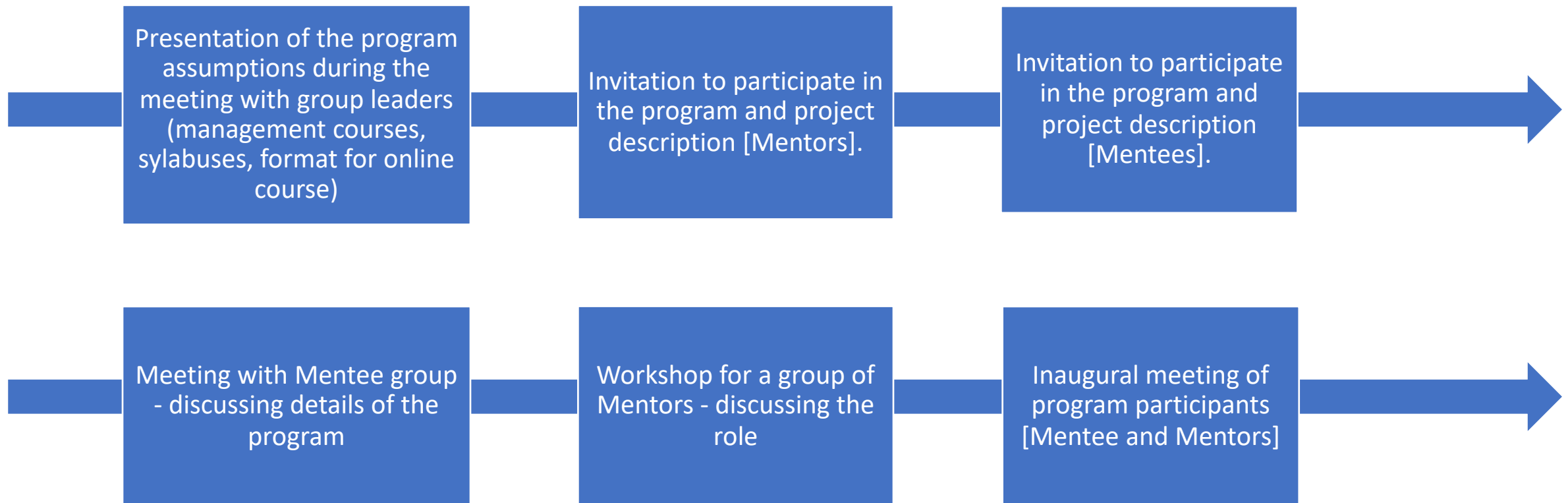
The goal of mentoring is to develop Mentees, to bring out their potential to build online course

Both sides agree to meet (online) a minimum of 5 times in 5 months, working on course online based on existing syllabus

Phases of mentoring proces – program schedule



Communication of the process – all stages



Ways to manage risks in the mentoring proces (1)

1. Defining all project Stakeholders (Project coordinator, Mentoring program's coordinator, Mentors, Mentees).
2. Working out a general, common pattern of a design course to ensure the same level of proficiency of all designed courses.
3. Addressing the mentoring coordinator with problems and questions - Mentor and Mentee at each stage of the process.
4. Collecting feedback after the first meeting between Mentee and Mentor - the stage of the first session.

Ways to manage risks in the mentoring proces (2)

5. Ongoing monitoring of the process by the program coordinator - shadow mentoring, supervision of mentoring pair sessions.
6. In case of Mentor's resignation - the partner university finds a replacement.
7. In case of resignation of Mentee - replacement is found by CC.
8. Remuneration of Mentor and Mentee at the end of the mentoring process - after joint development of the online course.

Program evaluation

- Mentees evaluation (survey)

Satisfaction of Mentees and achieved effects of the mentoring proces.

- Mentors evaluation (survey)

Satisfaction of Mentors and achieved effects of the mentoring proces.

- Leader evaluation of this product (online management program)

Evaluation and summary of the effects of the mentoring program for CC (for Management Department)

THANK YOU

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