

Mentoring Program Survey Results Wave 3 (2019-2020)

INSEAD Alumni Association France

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Survey results – Wave 3 (2019-2020)

Mentees

- **97%** of mentees would recommend fellow alumni to join program as mentee
- **76%** of mentees say they have reached their objective¹
- **71%** of mentees say they were able to put in practice what was discussed during their mentoring sessions¹
- **85%** of mentees indicate they would like to be a mentor in the future

Mentors

- **97%** of mentors are recommending fellow alumni to join the program as mentees
- **91%** of mentors want to continue to be mentors in 2020
- **79%** of mentors would proactively recommend other alumni to be mentors

Survey respondents: 34 mentees (of 38 total); 33 mentors (of 36 total); survey conducted in December 2019-January 2020

1. Includes ratings 5 and 4 (on scale 1-5)

Mentees feedback – Wave 3

How **mentees** describe their experience and how the mentoring program had a tangible effect on their role or career

Thanks to my mentor, through open, trustful and sincere exchange, I gained invaluable advice and practical tips that helped me grow my leadership and prepare a key turning point in my career with stronger self-consciousness and self-confidence. — *Yiming Lu*

The program helped me to have a structured approach to identify the best career next steps for me. — *Divya Vasudeva*

A journey to discover how I can fully realize my potential and be myself. — *Frédéric Jacques*

A safe space to discuss and reflect on your professional atmosphere, which aids in setting realistic short-term goals with the long term-vision in mind. — *Ridwana Ahmed*

The program helped me reset my perspective so that I could fully embrace a new role I had been given. — *Thibault Séguret*

My mentor helped me gain clarity on my career plan and coached me before important moments through the year. It was an amazing experience! — *Isabelle Pestourie*

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Mentees feedback – Wave 3

What single most valuable element – or take away – did **mentees** gain from the mentoring program – **Examples**

- “A test-proven interpersonal approach and mindset to strengthen my leadership in difficult situation and grow my own network for career development.”
- “It helped to talk about the challenges I faced.”
- “Take the time to self-reflect and analyze what you do.”
- “It helped me to identify key areas of developments and short-term actions.”
- “Act strategically even in emotional times.”
- “Extend my influence as a leader.”
- “Ambition to identify, define, validate and implement a project in line with my role.”
- “I received practical tips, that helped me get the most out of my networking meetings.”
- “Build my own path.”
- “Questioning” “Clarity” “Guidance”

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Mentees feedback – Wave 3

Which areas/topics/issues did you cover during your mentoring? – Summary

Self-Awareness

- Who am I? What are my beliefs, values and ambition?
- Identify my values, strengths, weaknesses
- Personal perception and satisfaction
- 360 degrees feedback

Self-Management

- Confidence
- Brand image / branding myself
- Emotional intelligence
- Personal / professional balance

Career Management

- Short and long-term career goals
- What could be my next position?
- Dream job identification
- Structure and culture providing right fit
- Career options (internal/external)
- Opportunity assessment and decision-making process
- How to onboard a new role

Management & Leadership

- Conflict management
- Influence, presentation skills
- Leadership skills, management style
- Managerial issues
- Managing upward
- Team management
- Work interactions, relationships

Business Skills

- Business development
- Sales and negotiation
- Entrepreneurship

Networking

- Build my networking strategy, use the right supporting tools
- Build a funnel of people to meet
- Structured networking approach for job search
- Reinforce my professional network

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Mentors feedback – Wave 3

How **mentors** describe their mentor experience

It's energizing and invites to reflecting and listening. — *Janet Dekker*

Understand mentee's development needs and share with him relevant experiences to help him to grow. — *Marc François-Brazier*

I took joy in providing a genuinely disinterested support to a fellow alumni, a support I would have strived for at the same career juncture. — *Raffy Kazandjian*

Sharing is caring. Give back to INSEAD which gave me so much feels the right thing to do and is also very rewarding. — *Julie Picot*

A great team work where the exchange of experiences helps bring new perspectives to a particular situation. — *Renaud de Saint Sernin*

Enriching for both sides, mentee and mentor! — *Antonin Guez*

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