

Mentoring, Coaching & Sponsoring

How beneficial are they
to your career?

HBA - UCB

27 March 2014



Atsumi, living with epilepsy



Inspired by patients.
Driven by science.

Introductions – Patty Fritz

fidia
Pharma USA Inc

Regulatory
Affairs

Healthcare
Policy

ucb

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Introductions – Isabel Carrion

Commercial Engineer

KPMG

BCG
THE BOSTON CONSULTING GROUP

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RH Robert Half®

*“The success of High-Potential employees depends on the **quality of their networks** in the organization.”*

(CLC ITMO, 2007)

“Mentoring is a personal enhancement strategy through which one person facilitates the development of another by sharing known resources, expertise, values, skills, perspectives, attitudes and proficiencies.

It allows the learner to build skills and knowledge....and provides the opportunity for the experienced party to enhance his/her skill and knowledge areas...”

Triple Creek Associates, *Mentoring Guide for Mentees*

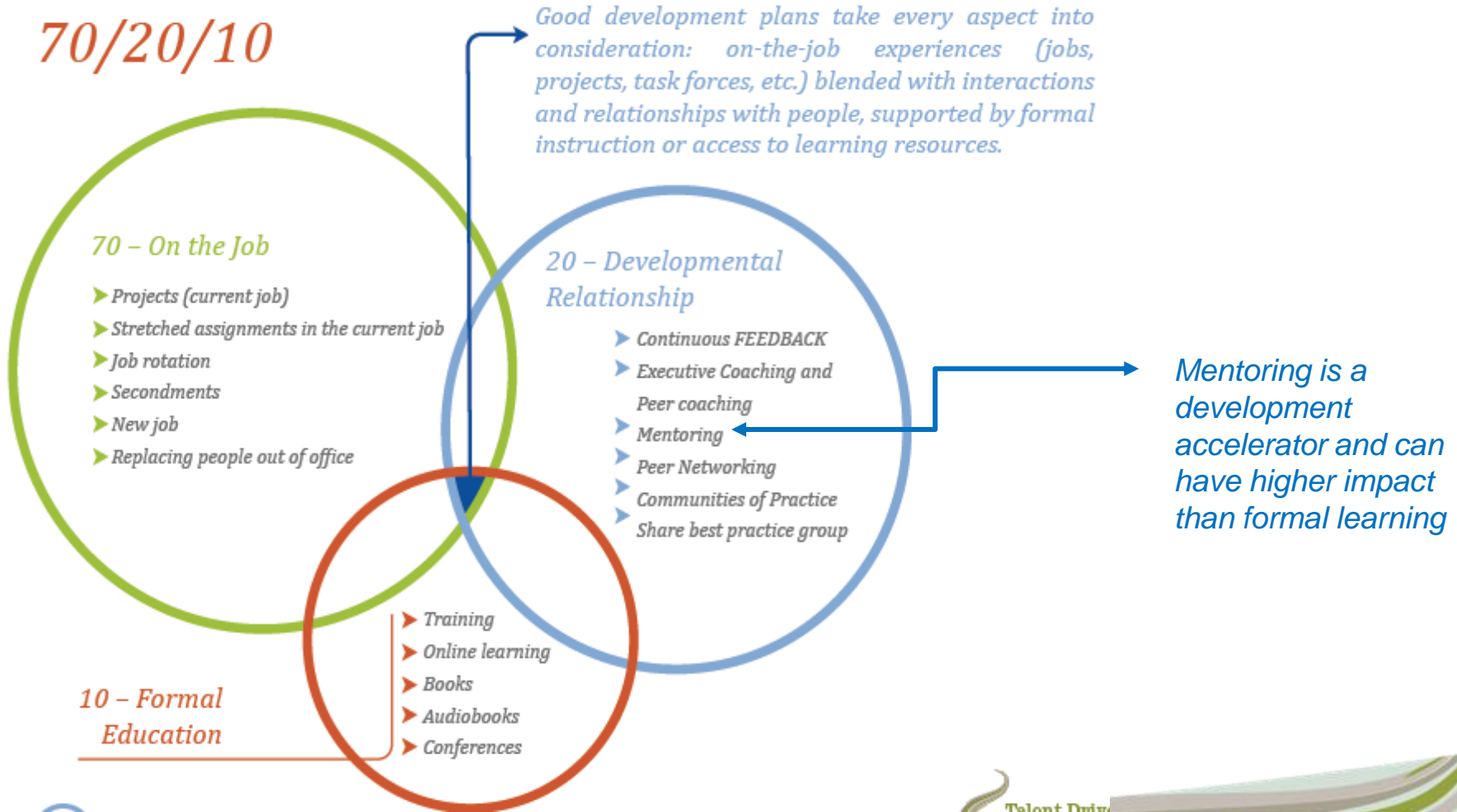


Talent Drive

DIFFERENT TRACKS, ONE PURPOSE

Learning Principles at UCB

70/20/10



Benefits of Mentoring

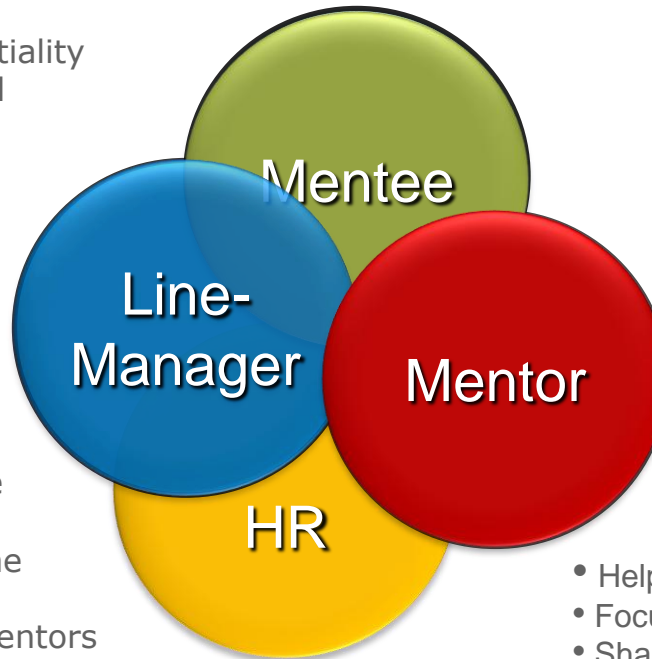
Mentee	Mentor
Accelerates development	Increases visibility and expands professional network
Increase networking opportunities	Provides an overview of talents beyond function
Receive career guidance	Increases self-awareness
Receive regular feedback	Improves leadership skills
Increase confidence when dealing with senior management	Opportunity to pay it forward
Increase job satisfaction	Increases job satisfaction and confidence
Increases perspective and knowledge of different functions	Increases perspective and knowledge of different functions and talents in the organization



Roles and Responsibilities

- Retains overall responsibility for Mentee's development
- Respects Mentor/Mentee confidentiality
- Supports Mentees action plans and coaches where appropriate

- Sets personal goals and objectives
- Manages the mentoring relationship
- Owns their own development within the relationship
- Is receptive, self aware, and learning-focused
- Respects mentor confidentiality & relationship



- Manages and communicates the process
- Matches mentee/mentor with line manager
- Provides tools and training to mentors and mentees
- Resource point of view TD take care of Mentor pools, mentee pools will come from HR-BP

- Helps to create relaxed environment
- Focuses on mentee needs
- Shares openly
- Helps structure the conversations



Differences between Mentoring, Coaching & Sponsoring

Mentoring 'Talking with you'	Coaching 'Talking to you'	Sponsoring 'Talking about you'
Helps facilitate a culture of growth and development within the organization	Assesses and improves an individual's performance in a particular area	Believes in you Advocates for that stretch assignment or promotion Provides support and cover
Concentrates on the individual's development needs and goals based on his/her career aspirations	Concentrates on identified issues with clear goals to develop specific skills and behaviors	Concentrates on providing Guidance, Contacts, Visibility and Opportunities
The mentor is usually more experienced than the mentee and can pass on knowledge, experience and act as a sounding board	The coach does not need direct experience of the person being coached (unless technical and specific skills are being developed), but uses questioning techniques based on a particular model to invite that person to find his or her own solutions.	The Sponsor will build on his personal experience & professional observations and use influence to create opportunities for Protégé.
Builds a long-term relationship dependent upon participants' performance through various career stages	Sets a time-bound relationship defined to meet specific goals and objectives	Protégé status is generally earned through good works, demonstrated reliability, loyalty and their "currency"

Sponsorship

What

- Leadership track
- Not for everyone

Balance

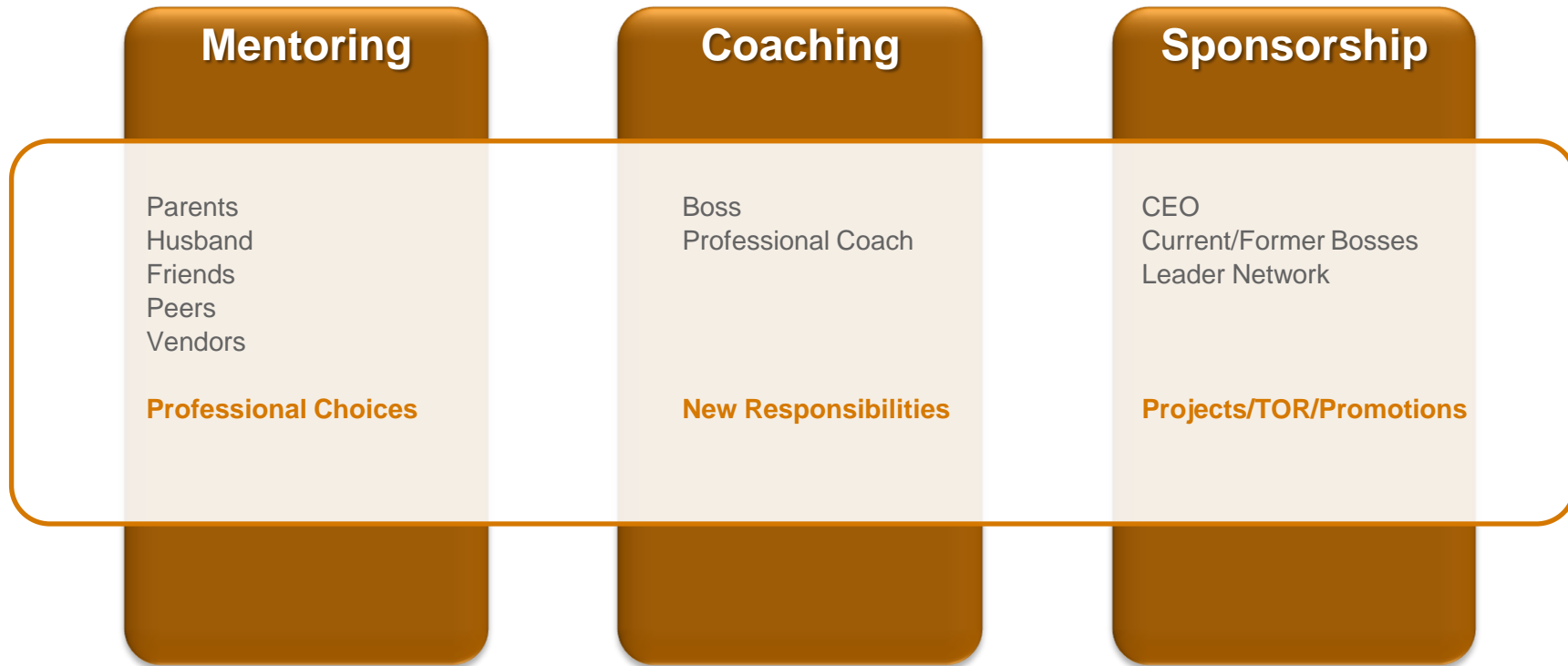
- Mentoring, coaching and sponsoring
- Building manageable network

Rewards

- Network
- Retention
- Results



Sharing Experiences



Questions?

Thanks!