



## Mentoring programme at BFH-HAFL

The HAFL mentoring programme creates personal and long-term relationships between students (mentees) and individuals from the world of work (mentors). The regular discussions in the mentoring tandem enable experience and knowledge to be shared and useful contacts to be made. The process helps individuals develop the ability to act independently, think creatively and assume responsibility. The mentoring programme is a cooperation between BFH-HAFL and BFH-HAFL alumni.



# Information for mentors

The mentoring programme is intended for students at BFH-HAFL (mentees) in the final year of their BSc or MSc course. As alumni with working experience, you will support students and assist them in their transition phase. The focus is on the mentees' own needs, interests and goals. These are clarified at the outset and worked on and evaluated during the mentoring process. Mentors act as a catalyst, helping the mentees to develop their potential.

## The mentoring programme:

- runs for 12 months.
- involves 4 to 8 one-to-one meetings in the mentoring tandem.
- involves attending a kick-off event at the start (14 October 2021, 6.30 p.m. – approx. 8 p.m.).
- involves attending a mentoring meeting at the end of the programme (October 2022).
- involves the tandem giving feedback to the programme organisers at the end.

## What do mentors gain from participating in the programme?

Participating in the programme gives mentors an opportunity to engage with students and graduates and to share and reflect on their experience. The contact with mentees enables mentors to refresh and add to their knowledge and to consider habituated ways of thinking and acting from different perspectives. From the mentees they learn about current degree programmes and their content. In addition, mentoring enables people to expand their personal network. The events that form part of the programme are designed to facilitate contact with other mentors and their mentees and with the BFH-HAFL department. As well as being useful to you personally, becoming a mentor also helps raise the profile of the green disciplines that are taught at BFH-HAFL.

## Profile/conditions for mentors

- Graduate of a BSc or MSc programme at BFH-HAFL or a comparable course
- Prepared to support people starting out on their career or potential MSc students
- With the time and willingness to engage in the mentoring relationship and the motivation to share experience
- Prepared to become involved on an unpaid basis (reimbursement of expenses by BFH-HAFL alumni)
- At least three years' professional experience

## Possible topics of interest to mentees

- career planning
- equal opportunities
- combining work and family life
- personal and professional development
- networking
- negotiating pay and conditions
- discussion of specialist issues
- help with decision-making
- learning about the mentor's day-to-day work

## Tandem formation

The organisers of the BFH-HAFL mentoring programme form the tandems after registration.

## I'm interested! What happens next?

Interested mentors can register for the programme on the BFH-HAFL website. When you register you will be asked to provide information about yourself, your professional situation and your personality. On the basis of your answers and the students' needs and wishes, BFH-HAFL matches mentees and mentors and communicates the tandems before the kick-off event.

## Do you still have questions? We are happy to answer them!

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