



BUSINESS ANALYSIS CONFERENCE EUROPE

16 - 18 September 2024 • London, UK

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A long time ago in a galaxy far,
far away....



BA

CONFERENCE

EUROPE

“Guidance, Give I Will: The Power of Mentorship, Hmm”

JOE HASLAM – BUSINESS ANALYST – THE UNIVERSITY OF MANCHESTER




I'm a huge Star Wars fan.



And that got me

Star Wars and the theme of mentorship





Other examples of
mentorship in pop
culture?

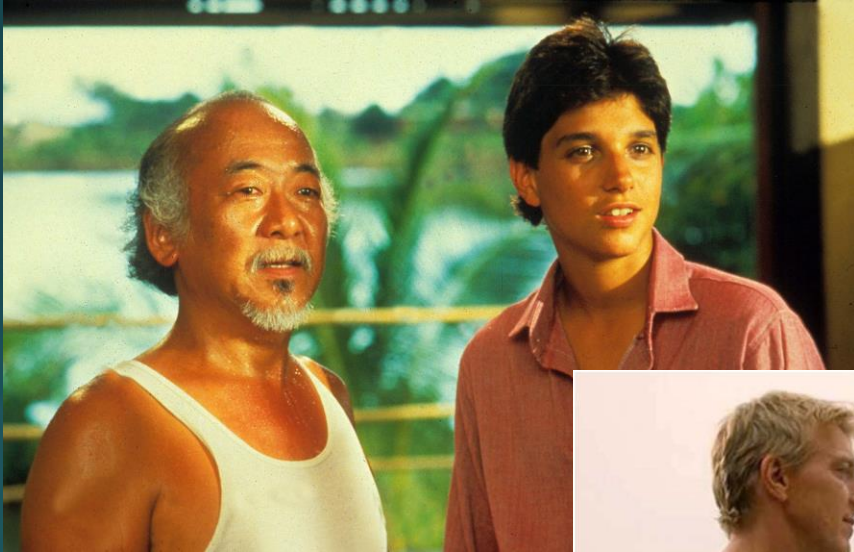
Aunt May and Peter Parker



Mentors in Harry Potter



The Karate Kid



Key Takeaways

- ▶ The Power of Mentorship
- ▶ Mentorship as a two-way street
- ▶ The Manager vs The Mentor
- ▶ The Mentorship Process
- ▶ Supporting the Learning Cycle
- ▶ Top Tips regarding Mentorship

A bit about me...

- ▶ Started the Business Analysis Apprenticeship after finishing sixth form
- ▶ 2 years of 'on-the-job training' during that apprenticeship.
- ▶ Progressed onto a traineeship in the University's Research IT Team
- ▶ Moved into a full time Business Analyst role in 2021
- ▶ Volunteer for YBA Network

What do we mean by mentorship?

- ▶ “Professional relationship in which a more experienced or knowledgeable individual (the mentor) provides ongoing guidance, support, and advice to a less experienced or knowledgeable individual (the mentee)”
- ▶ Typically involves a mutual commitment between the mentor and mentee

Mentor offering insights, feedback, and encouragement



Mentee actively seeks learning opportunities and applies guidance

What do we mean by mentorship?

Professionally, mentorship can take various forms:



Formal programs established within organisations



Informal arrangements between individuals



Structured partnerships facilitated by professional networks

Reflecting on my experience...

- ▶ How mentorship helped me as an apprentice:



Guidance in
understanding the role



Soft Skills
Development

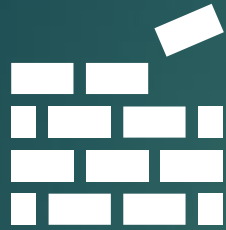


Feedback Loop
and Support



Exiting Comfort Zone...

Benefits for Mentees



Career Progression
Guidance



Confidence
Building



Networking Opportunities



Professional
Development



Problem-Solving
Support



Accountability

Don't just take my word for it...

▶ Testimonies from Mentees:



"I value the opportunity to gain an alternative perspective and wisdom from someone who has done it before."



"In a world where seemingly every piece of information can be Googled, there is still some knowledge that can only be gained through experience."



"The best part of my mentoring relationship is the fact that I have gained a trustworthy supporter, a confidant, an advocate and an ally."

Key Concept: Mentorship is a two-way street

Mentorship isn't just about the mentor imparting wisdom to the mentee. It's a dynamic exchange where both parties learn from each other's experiences, perspectives, and insights.



Perspectives on new/old
ways of working

Feedback Loops

Shared Goals

Skill Enhancement



Benefits for Mentors



Professional/Career
Growth



Networking
Opportunities



Fresh Perspectives



Continued Learning



Accountability



Personal Fulfilment
(job crafting)

Don't just take my word for it...

▶ Testimonies from Mentors:



"...a truly enriching experience, not only contributing to their professional growth but also serving as a powerful tool to keep my imposter syndrome in check."



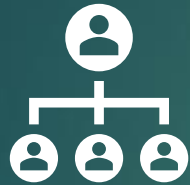
"...it has shown me that you don't have to be a senior executive to make a meaningful impact as a mentor."



"Making an impact in someone else's life is a very powerful and self-fulfilling feeling. I knew that already but now I have the confirmation."

The Manager vs The Mentor

Role and Responsibility



Typically responsible for overseeing the work of their direct report.



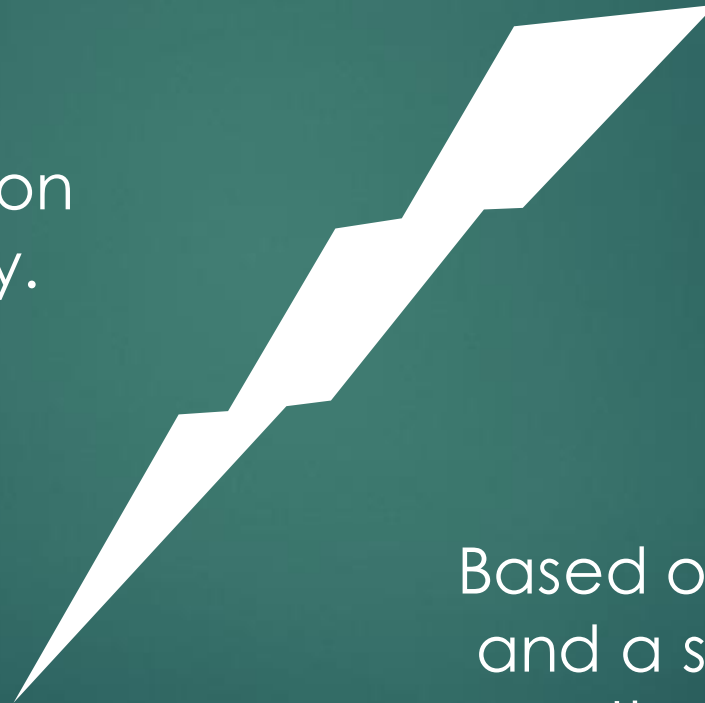
Acts as a trusted advisor and guide, providing support, advice, and encouragement to their mentee.

The Manager vs The Mentor

Relationship Dynamics



Typically defined based on organisational hierarchy.



Based on mutual trust, respect, and a shared commitment to the mentee's growth.

The Manager vs The Mentor

Focus



Focused on achieving organisational objectives.



Focus on the growth and development of their mentees.

The Manager vs The Mentor

Time Frame

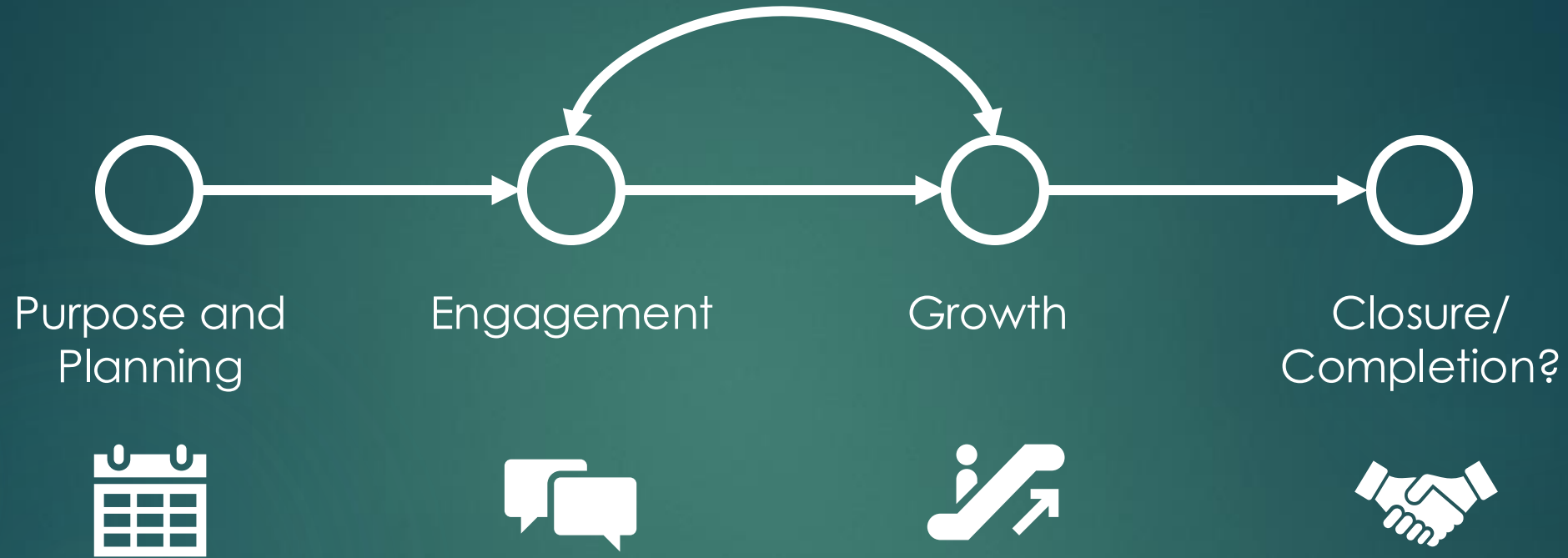


Managers are often focused on short-term goals and objectives.

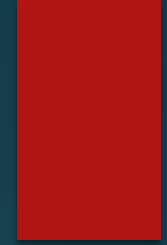


Mentors take a longer-term view of their relationship with their mentees.

The Mentorship Process



Purpose and Planning



Define Objectives



Establish Relationship



Create a Mentorship Plan?

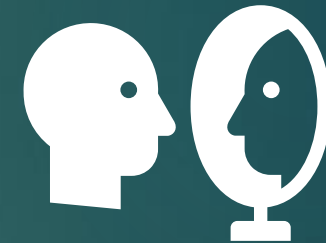
Engagement



Regular Meetings

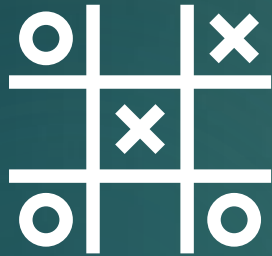


Knowledge Sharing



Feedback and Reflection

Growth



Skill Development

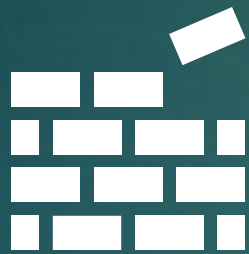
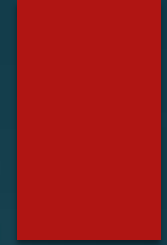


Goal Achievement

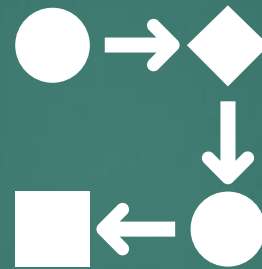


Networking and Connections

Closure/Completion?



Assess Progress

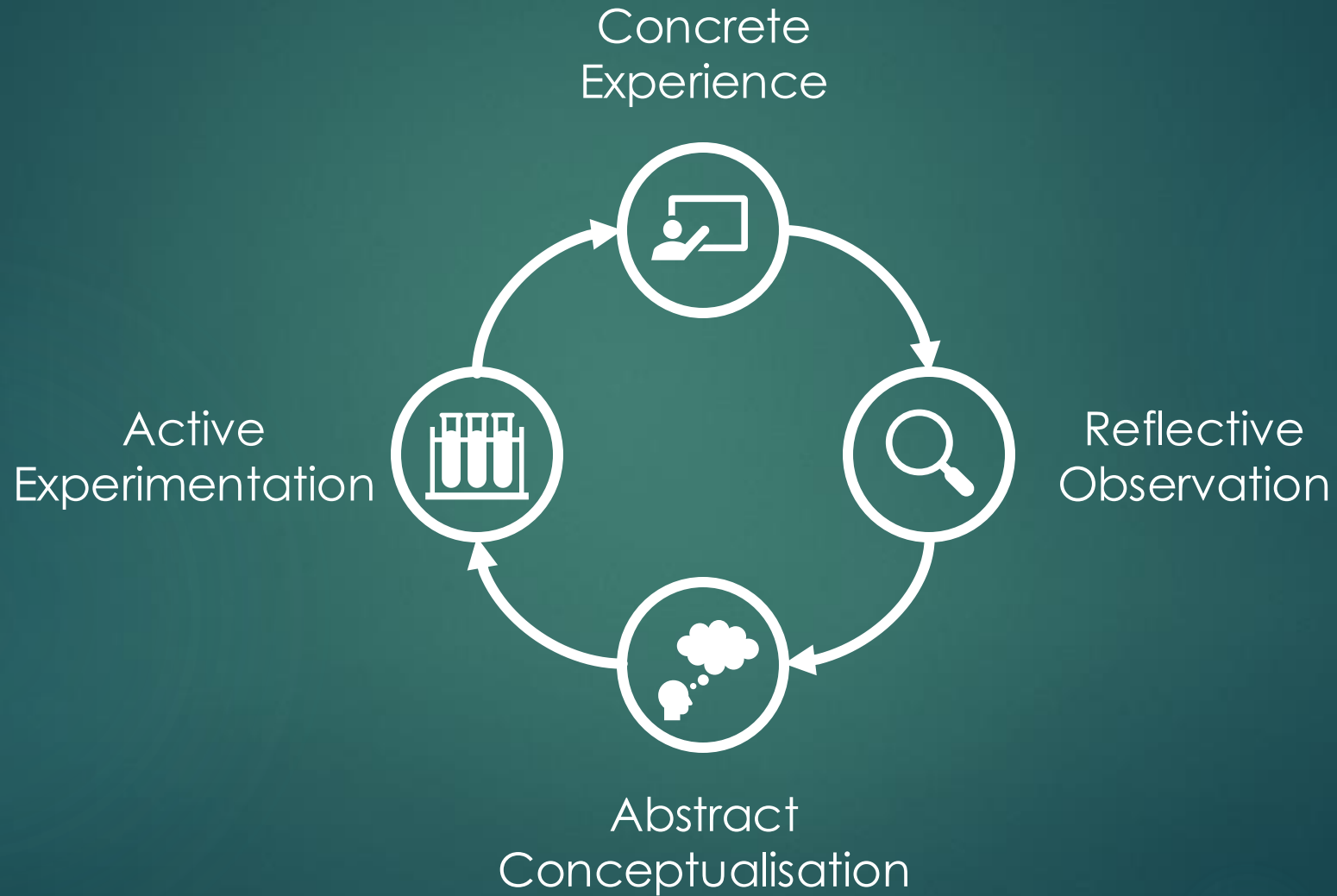


Transition to Independence



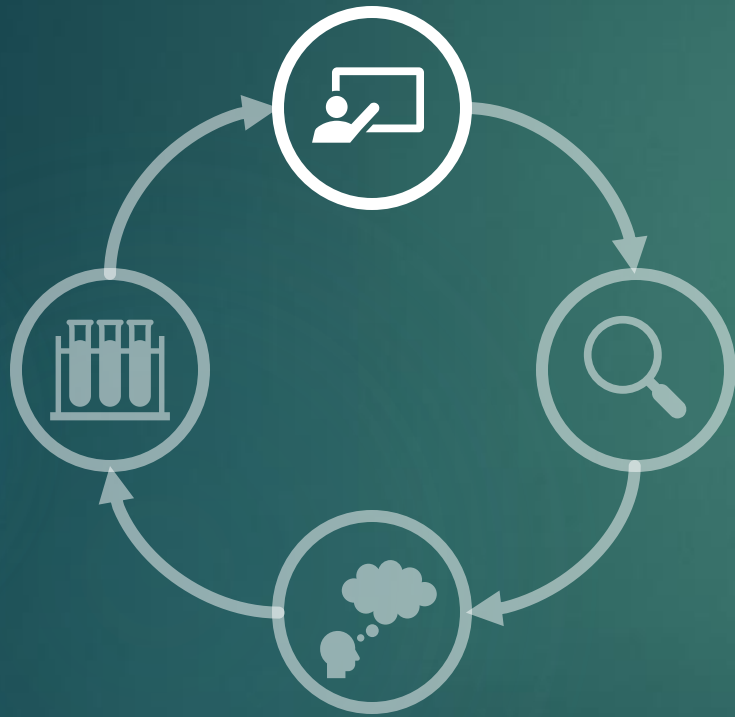
Maintain Connections

The Learning Cycle



The Learning Cycle

Concrete
Experience



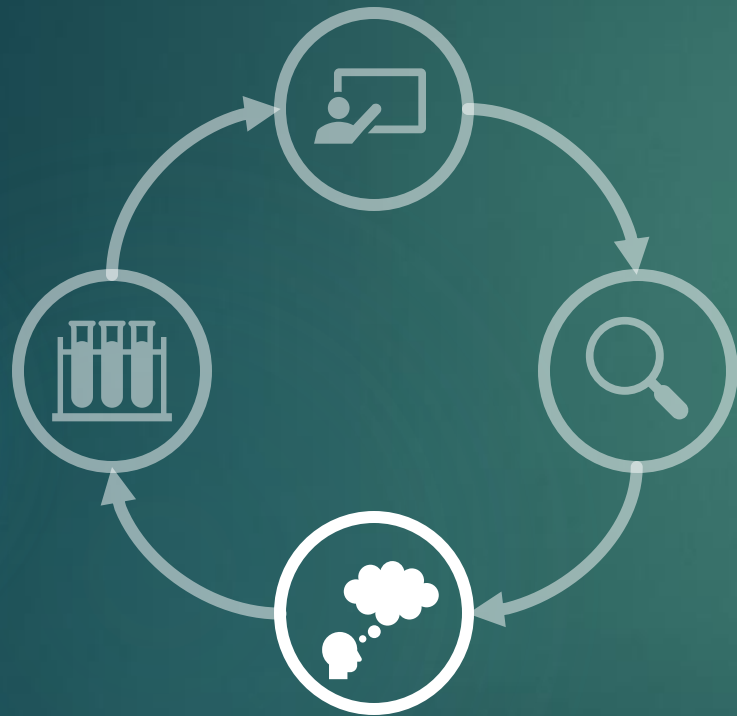
- ▶ Providing mentees with hands-on opportunities to apply their knowledge and skills in real-world situations.

The Learning Cycle



- ▶ Mentors encourage mentees to reflect on their experiences, challenges, and successes

The Learning Cycle



Abstract
Conceptualisation

- ▶ Mentors help mentees build on their experiences by providing context and working with them to understand new concepts, theories, and ideas.

The Learning Cycle



- ▶ Mentors support mentees as they experiment with new approaches, strategies, or techniques.

Tips for Mentees

- ▶ Set clear and actionable goals
- ▶ Be proactive
- ▶ Communicate effectively – be transparent and open
- ▶ Be flexible and adaptable
- ▶ Take ownership of your development
- ▶ Follow through on commitments
- ▶ Seek feedback and reflection



Tips for Mentors

- ▶ Establish clear expectations
- ▶ Listen actively
- ▶ Provide constructive feedback
- ▶ Offer guidance not solutions
- ▶ Tailor your approach
- ▶ Empower and Encourage
- ▶ Maintain confidentiality and trust





“Pass on what you have learned. Strength. Mastery. But weakness, failure also. Yes, failure most of all. The greatest teacher, failure is.

Luke, we are what they grow beyond. That is the true burden of all masters.”



Floor open for
questions,
reflection and
discussion...



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