

GEOMAR HELMHOLTZ CENTRE FOR
OCEAN RESEARCH KIEL

BUDDY PROGRAM



Postdocs and Associated Researchers
mentor their younger colleagues and
contribute to their development while
broadening their skills and boosting their
careers through the experience

AIMS

GEOMAR postdocs help doctoral researchers to become part of
Team GEOMAR.

They ensure them a smooth and productive experience during
this challenging time of their research life.

Doctoral researchers will receive support in getting to know the
research environment, identifying their objectives, and finding the
best ways to pursue their personal and professional growth to
make the most out of their time at GEOMAR.

This is an initiative of the DokTeam, Postdoc Plus Team
and PACT Career Center

<https://www.geomar.de/pact>

AREAS OF INTEREST

WHAT POSTDOCS / ASSOCIATED RESEARCHERS CAN HELP WITH

Here are some topics that a new doctoral researcher might need help with and for which we will arrange specific training support on request!

- Evaluation of personal skills
- Cultural change management
- Developing organizational and leadership skills
- Management of time & deadlines
- Development of teamwork skills
- Failure management
- Career orientation
- Work-life balance



COMMITMENT TO THE PROGRAM

DURATION OF THE PROGRAM

The program will last six months. The relationship can be extended by mutual consent.

MEETING CALENDAR

Mentees will meet with their mentor four times in the next months for one hour; independently and with their mentor, they set the specific time and date for each meeting.

Should the mentee encounter additional needs, it will be discussed with their mentor if extra sessions are possible. The first meeting is intended to set general organizational rules for the relationship (further details will be provided during training and with additional material).

OVERALL COMMITMENT FOR MENTORS

Ideally, mentors devote time to at least one mentee (2 are possible); therefore, their commitment to the program will be at least 4 hours per six months plus individual time for regular supervision sessions.

HOW MEETINGS WILL WORK

OVERVIEW

First of all, the mentees are responsible for the relationship. They set goals, provide agendas in advance of meetings, make requests based on their needs, and manage the calendar.

Each meeting will be set by the mentor and mentee pair to develop the preferred way of communication, decide on a general calendar of meetings, and, most importantly, discuss and define the mentee's needs.

Further guidance, specifically on this meeting, will be provided. All meetings will require filling out a logbook - where they are free to keep track of what has been discussed, what goals were set, and what the next steps are and encounters are planned.

ABOUT THE MATCHING!

All mentor/mentee pairs will be made to match people from different scientific fields with no conflicts of interest between them.

The final pairing will be done during a speed dating event. This meeting is crucial to get to know each other and match the pairs.

Preparation material will be provided before this event.

BENEFITS

FOR MENTORS

- They train their skills as a supervisor: they gain first hands-on experience without having the full responsibility of a doctoral thesis project supervision.
- They can exercise new ways of giving constructive feedback.
- They can improve and diversify their communication and personal skills.
- They create and establish new connections within GEOMAR.
- They are exposed to new approaches and perspectives.
- It can encourage them to renew ideas and perceptions of their leadership role.
- An official certificate of their mentorship activity will enrich their CV portfolio and highlight their leadership skills.

BENEFITS

FOR MENTEES

- They are empowered and supported by respected members of the GEOMAR community in developing their potential.
- It increases confidence in their work and future possibilities.
- It gives them a greater awareness of their environment and current place.
- It exposes them to new ideas and ways of thinking.
- It helps them become more capable and effective decision-makers.
- It provides them with new strategies for dealing with personal and academic backlashes.
- It expands their network.

BENEFITS

WHAT TO EXPECT

Coaching sessions for the mentors will allow them to fully comprehend a mentoring relationship, how it can thrive, what is expected from them as a mentor, and how to reach out to their mentees in the best possible way.

A trainer will engage them in discussions and role-plays to practically provide them with all the relevant tools and strategies they need to support their mentees and, in the process, develop their approach, improve their leadership stand, and gain insights into their communication effectiveness.



NEXT STEPS

WHAT ARE OUR NEXT STEPS?

- On 29.09.2023, the Buddy Day will take place with introductory courses for mentees (10:15 - 11:15 am) and mentors (11:30 am - 13:00 pm) to clarify expectations.
- At the subsequent speed dating (13:30 - 14:30 pm), potential mentees and mentors have the opportunity to sound out whether they can imagine a mentoring relationship and express wishes for matching.
- On 5.10.2023, the mentoring partners are announced and the mentoring agreements are sent out. Mentors and mentees sign the mentoring agreements and send them back to pact@geomar.de.
- Mentors and mentees receive additional material to support them in their first meeting and beyond.
- The first meeting should take place by the end of November.
- Mentors receive a supervision session a few weeks after matching and assignment and the first meeting between mentor and mentee.
- If any difficulties arise during the course of your mentoring partnership, please feel free to contact pact@geomar.de. The PACT team will be happy to help and treat all concerns confidentially.

YOUR NEXT STEP:

Register for the Buddy Day:
<https://events.geomar.de/e/buddyday2023>