



The Academy of Business in Society

# Mentoring Programme for Early Stage Researchers

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# Programme concept

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The **ABIS Mentoring Programme** aims to strengthen the **learning and development for Early Stage Researchers** and **creating supportive connections** that are necessary in order **to contribute to address today's environmental and social challenges**.

Many Early Stage Researchers (ESRs) today look to find their ways developing their careers while also aiming to make a positive impact. At ABIS, we have hosted many young and talented researchers at events and conferences, and having been involved in many MSCA International Training Networks, we perceive how in need ESRs are of both personal and professional support to flourish in their careers and take part in the sustainability transformation.



The need for supportive connections intensified during the Covid pandemic, but learning and development of researchers and faculty has been long identified as an underdeveloped area in increasing the societal impact of business schools.

For these reasons, the ABIS Mentoring programme aims to **empower young academics** active in the sustainability field, helping them reach their full potential in professional and personal development.

The core of the programme is a set of **6-8 one-hour mentoring sessions** to ESRs in sustainability, helping them progress in their careers and make an impact on society. The programme also includes regular workshops and online calls organized by ABIS running yearly from October to June.

# Structure and deadlines

## Programme structure:



## Programme agenda and deadlines:

Call for mentors	until mid-September
Call for mentees	until mid-September
Match-making event	early October
Kick-off meeting	late October
Mentoring sessions	October - June
Workshops	December - May
Celebration event	late June

# Mentees

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## The offer

The ESRs receive a total of **6-8 hours of 1:1 mentoring sessions** over a period of 9 months either face to face or online, with one of our highly experienced mentors, plus workshops and support from the ABIS team.

## Who can apply

If you are an Early Stage Researcher who:

- is PhD students enrolled in a business school
- is at least in the second year of the PhD programme
- is engaged in research focused on a sustainable development issue
- is looking for guidance on how to advance your career in sustainability
- want a different perspective on how to tackle work-related issues
- want to develop your network and confidence
- is ready to step up your personal and professional growth

...then this programme is right for you!

## When to apply

The application period opens each year in July to September via an online form.

## Participation fees

In order to take part in the Programme, we ask mentees to contribute a fee of:

- €500 - if their institution is an ABIS Member
- €750 - if their institution is not an ABIS Member

# Mentors

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## The offer

We offer **academics and business professionals the opportunity to act like mentors** to young researchers within a structured and coordinated process and timeline. The expected **time investment is a total of 10-12 hours**, including 6-8 hours of 1:1 mentoring sessions and participation to the kick-off and final meetings over a period of 9 months.

## Who can participate as a mentor

If you are an **experienced academic or business professional\*** who:

- want to invest in the future of a sustainability researcher, helping him/her grow and develop in their career
- want to grow as a leader alongside the mentee and gain a fresh perspective on your own career path and research
- are willing to share your expertise, wisdom and perspective with a mentee who has less experience
- are willing to engage on a voluntary base under the roof of ABIS

...then we welcome your participation as a mentor in the programme!

## When to express your interest

The period to in which we accept new expressions of interest and candidatures opens each year in July to September via an online form.

\*The involvement of business professionals is focused on mentoring researchers interested in pursuing a corporate career

# Results and FAQs

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## Pilot programme results:

19

mentor candidates from 10 institutions

13

mentee applicants from 10 institutions

10

mentor-mentee active couples from 10 institutions (9 of which ABIS members) and 17 countries



of mentor and mentee respondents very satisfied with their mentoring relationship



of mentor and mentee respondents very satisfied with the support of the ABIS Team



of mentor and mentee respondents agree or strongly agree that the programme was a success for them as a contributor to their personal and professional growth



attrition rate

## Frequently asked questions

If you have any further questions, feel free to check out our [FAQs](#), and contact us at [mentoring@abis-global.org](mailto:mentoring@abis-global.org).

# Testimonials

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*"The mentoring programme is a good opportunity to advance your career. ABIS provides a well-organized program with excellent support. Highly recommended. "*

*Macarena Beltran, Chile (mentee)*

*"This program proved to be highly relevant and useful to me. The guidance of my mentor was critical to help me define a pathway for a career after the PhD. The relationship that I established with my mentor was excellent, and I hope that it will continue in time as a valuable professional connection". Josep Pinyol, Spain (mentee)*

*"It has been absolute delight to participate in the ABIS Mentoring programme. The ABIS team with Karolina leading this initiative uniquely brought to the table literature-underpinned expertise in mentoring good practice, and combined it with trade-mark ABIS professionalism and efficient organisation, but always with care and compassion. I had the enormous good fortune to be paired with an exceptionally vibrant, enthusiastic, passionate and critically engaged mentee who it was a pleasure to mentor and help him during this short time within his early career journey. I am certain we will keep in touch and I am looking forward to walking with him as he grows and develops." Sally Randles, UK (mentor)*

*"It has been an absolute pleasure to be a part of ABIS Mentoring programme. The structure of the programme was exemplary, while Karolina & her team were friendly & efficient in equal measure! This was very much a two-way process of learning & mutual support & I wouldn't hesitate to recommend this programme to early career & more established academics alike - we all have so much to learn from each other!" (mentor)*