

Inventor Mentoring Program

Mentoring Program Guidelines

Apply to Participate

To apply as a mentee in the program, please fill out the following [application](#) by 31 August 2022.

If you are interested in becoming a mentor, please email Rupal Ismin, Director, Sydney Knowledge Hub at rupal.ismin@sydney.edu.au.

Introduction

The Sydney Knowledge Hub is launching a mentor program for researchers who are considering the real-world impact that their research may have, and who have no or very little experience with commercialisation.

Through this pilot program, researchers will be matched with external mentors, who are there to provide support, guidance, and connections for those who may be thinking about market opportunities for the first time.

These guidelines provide information for mentees and mentors that have been selected to participate in the program. The Sydney Knowledge Hub will provide a structure for these conversations. Mentors and mentees may extend the relationship beyond these scheduled interactions.

Program Purpose

The purpose of this program is to give researchers who are new to commercialisation a safe, friendly thought partner with experience supporting entrepreneurs.

The purpose is to help researchers:

- Connect to an entrepreneurial community of support
- Develop confidence in commercial understanding
- Build interpersonal skills as related to communicating research
- Develop an understanding of what it takes to get a technology, process, or other invention to market

The program provides an opportunity for mentees and mentors to develop a trusting relationship by meeting regularly and discussing matters relating to career development. Enhance collaboration and communication throughout the Portfolio and cross-University, enabling staff to connect with others outside their direct team.

Participant Eligibility

Mentees must be a researcher (staff or higher degree researcher) at the University of Sydney at the start and for the duration of the program.

Mentors will be skilled external participant that have an interest and experience in supporting researchers in the early stages of commercialisation journey.

Mentees should apply via [this form](#) by 31 August; mentors will be directly appointed.

Commitment

Mentees and mentors must commit to attending the six in-person sessions at the Sydney Knowledge Hub (Merewether Building on the Darlington Campus).

Lunch will be provided and there will be time for you to meet other researchers and speak with other mentors.

Session times:

- 12pm-1:30pm | Friday 14 October
- 12pm-1:30pm | Friday 11 November
- 12pm-1:30pm | Friday 2 December
- 12pm-1:30pm | Friday 3 February
- 12pm-1:30pm | Friday 3 March
- 12pm-1:30pm | Friday 14 April + end of program celebration following

In addition, mentees will attend at least two of the three workshop sessions at the Sydney Knowledge Hub facilitated by [Cruxes Innovation](#):

- Problem Discovery: 2pm – 4:30pm | Friday 4 November
- Problem Validation: 2pm – 4:30pm | Thursday 9 February
- Communicating to partners & investors: 2pm – 4:30pm | Thursday 9 March

Mentees and mentors also commit to completing a program evaluation surveys online.

What is Mentoring?

Mentoring is a learning and development approach that focuses on personal and professional growth by way of interpersonal connections. A mentorship is established on the assumption that individuals with greater experience and expertise (the mentor) can facilitate the learning and development of another (the mentee). Mentoring is relationship-oriented and involves more than just the transfer of knowledge. The key to its success lies in the quality of the relationship between the mentor and mentee, which must be based on trust, communication, commitment, honesty and understanding.

Roles and Responsibilities of Participants

Mentors and mentees work together to establish, maintain, and evaluate the relationship so the full benefits of mentoring can be achieved. The role and responsibilities should be clarified during the first meeting.

The Mentee

- Attends each meeting
- Is the driver of the relationship, and sets the agenda for each meeting, with the support of the Sydney Knowledge Hub
- Takes advice and is open to feedback

- Is proactive about managing the relationship and is organised and responsible, committed and engaged
- Maintains trust and confidentiality to enable open communication

The Mentor

- Attends each meeting
- Guides, supports, and encourages their mentee
- Takes the time to understand their mentees by being approachable, respectful, actively listening, and asking the right questions
- Provides constructive feedback and relevant advice and acknowledges the perspectives of their mentee
- Maintains trust and confidentiality to enable open communication
- Models good practice

The Sydney Knowledge Hub

- Organises the sessions for mentors and mentees to connect
- Provides topics of exploration for mentors and mentees
- Supports both mentors and mentees in their relationship

Confidentiality for Mentors and Mentees

Topics discussed by mentors and mentees may be of a personal or controversial nature or have commercial sensitivity and therefore strict confidentiality must be maintained between mentors and mentees. Mentor and mentee agree to maintain confidentiality.

Matching Mentors and Mentees

The matching of mentors and mentees is undertaken by selection committee. It aims to best match participants' sector knowledge, interests, and compatibility.

The first meeting will provide an environment where both mentor and mentee can be formally introduced and meet other participants in the program, receive induction and ask questions about the program.

If either the mentor or mentee is uncomfortable with the pairing or decides the mentorship is not successful, the Closing Mentorship section below explains the process for ending a mentorship between a mentee and mentor.

Closing Meeting

The formal mentorship between the mentor and mentee the Program will run for seven months. At the end of this period, the mentor and mentee may decide that the mentorship

has run its course and close the mentorship or opt to continue an informal mentorship beyond the formal mentoring program.

Workshops

In addition to the monthly one-hour sessions, mentees will be required to attend three in-person workshops on the following topics:

- Problem discovery
- Validating your problem
- Communicating to potential partners and investors

Mentors are invited to, but do not need to attend, these events.

If you have any questions or input on this program, please contact:

Rupal Ismin

Director, Sydney Knowledge Hub

Rupal.Ismin@sydney.edu.au