

Mentoring programs

How to overcome key challenges?

Case study of the
AGH University of Krakow
Mentoring Program

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Background

- 2nd largest technical university in Poland, 18 faculties, 15k stud.
- well-developed and long-standing relationships, rooted in tradition, with "senior" alumni (aged 50+)
- lack of offer for alumni who graduated around 10–20 years ago and are willing to share their knowledge and experience

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Numbers

1st edition
(2023/2024)

2nd edition
(2024/2025)

19 Mentors, 38 Mentees

34 Mentors, 35 Mentees

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P. PORTO
ISCAP

 **ICARE ALUMNI**
INTERNATIONAL CONFERENCE ON ALUMNI RELATIONS

10th Anniversary
8-9 May 2025
Porto
Portugal

CEOS.PP
CENTRE FOR ORGANISATIONAL AND
SOCIAL STUDIES OF POLYTECHNIC OF PORTO



Mentee Misconceptions

- Problem - students considering program as a form of a course, psychotherapy or getting a job through Mentor's network
- Solution - lot of educational materials (videos / FAQs) used in promotional campaign

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Inappropriate Mentor profiles

#2

- Problem - a lot of applicants with a big, easily hurt ego; not eager to help, but rather to show off and tell Mentee what to do
- Solution - identifying “red flags” early in applications:
 - “I can’t wait to show how I got to that point.”
 - “I want to give advices I know I seeked when I was that age.”

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Complex pairing process

#3

- Problem - inefficient ways of pairing Mentors with Mentees,
- Solution - introducing a system of mutual selection and evaluation, implementing automation tools such as AirTable and Make

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Excessive Mentor responsibility

#4

- Problem - Mentors feeling responsible for Mentee's actions and engaging too hardly in an exaggerated way
- Solution - trainings and supervisions from the very beginning of the program - clarifying Mentor's and Mentee's rights and responsibilities

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