



INTEGRATE | MTU Staff Induction Mentoring Programme

Are you a new MTU academic staff member?

Would you like some guidance and support while you find your feet?

*If so, you can avail of one-to-one mentoring support from a trained colleague who has volunteered to support you in the first few months of your new role as part of
INTEGRATE MTU's Staff Induction Mentoring Programme?*

What is INTEGRATE?

INTEGRATE can provide you with informal and friendly mentoring support from experienced peers who have volunteered to assist new academic staff members like you for the first few months as you settle into their new role. INTEGRATE is offered in addition to the normal induction arrangements provided by your home department and the Human Resources Office team.



Who will my INTEGRATE Mentor be?

Your INTEGRATE Mentor will be an experienced MTU staff member who has volunteered to support you. They have undergone appropriate coaching and mentoring training and have worked in the university for at least one year in a similar role. Your mentor will be from your home department, school, or faculty but will not have a direct reporting relationship with you.



How will I be matched with my INTEGRATE Mentor?

Efforts will be made to align your needs with the INTEGRATE Mentor's strengths and expertise. Hobbies, interests, program level, stage, and teaching modules may also be taken into consideration. However, this process is not precise and depends on mentor availability.



How often will I meet/communicate with my INTEGRATE Mentor?

As INTEGRATE is a voluntary programme, you and your INTEGRATE mentor will decide on the arrangement that suits both of you. Typically, one weekly meeting or email exchange is recommended, but you can adjust the number, duration, and frequency based on your needs and your mentor's availability.



What is my role in the mentoring relationship?

You are expected to:

- Fully engage in the mentoring relationship to maximize learning and benefits.
- Take an active role in driving the mentoring process by initiating arrangements and plans with your mentor once introduced.



How will I be assigned an INTEGRATE Mentor?

The INTEGRATE Mentoring team will meet with you before matching you with an INTEGRATE mentor. The aim is to find a mentor with whom you can build a positive rapport and share common interests. However, please note this is not an exact science.



What if I don't get on with my INTEGRATE Mentor?

Following matching, the INTEGRATE team will provide ongoing support and periodically check in with you and your mentor to assess progress. If the mentoring relationship is not working out, alternative matches may be explored based on the availability of suitable mentors.

How could having an INTEGRATE Mentor help me?

INTEGRATE Mentors will provide voluntary support by offering information, encouragement, and reassurance. They will guide you in acquiring the necessary knowledge and skills to transition into your new role at MTU by:

- Directing you to relevant resources, systems, processes, and procedures as required
- Assisting you in establishing a network of contacts within the organization
- Acting as a supportive confidant, available to listen to your ideas and plans.

"Knowing that I had someone I could go to if I had a question, or a problem really helped me to survive my first few months."
Mentee on Pilot Project

"My Head of Department was fantastic, but I didn't want to run to her with every little question. Having a mentor was a lifesaver."
Mentee on Pilot Project

How do I get assigned an INTEGRATE Mentor?

If you are interested in becoming an INTEGRATE Mentor then please complete our online [INTEGRATE Staff Induction Mentoring Programme form](#) and the INTEGRATE team will contact you.

INTEGRATE Staff Induction
Mentoring Programme



Who can I contact for further information?

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INTEGRATE is coordinated & supported by the Teaching and Learning Unit (TLU),
in collaboration with the Human Resources Office team