

Rapport

Rencontre du vendredi 23 novembre 2018

Université de Neuchâtel

INTRODUCTION	2
WORKSHOP «NETWORKING»	2
INTRODUCTION	2
NETWORKING IS CREATING A MEANINGFUL RELATIONSHIP BETWEEN TWO PERSONS	4
CLOSING REMARKS	6
ATELIER «BILAN DE LA RELATION DE MENTORAT ET DU PROGRAMME DE MENTORAT»	7
INTRODUCTION	7
FEEDBACK PAR RAPPORT À LA RELATION DE MENTORAT	7
FEEDBACK MENTÉES PAR RAPPORT AU PROGRAMME DE MENTORAT ACTUEL	8
CONCLUSION	9
SOIRÉE CONVIVIALE AVEC ALUMNAE	9

Introduction

Après l'accueil des participantes autour d'un sandwich et d'un café, la coordinatrice Claudia Möri souhaite la bienvenue à l'ensemble de participantes et présente le programme de cette quatrième et dernière rencontre (voir programme en annexe) qui est consacrée au réseautage et au bilan. Elle souhaite la bienvenue à Simona Isler, responsable Egalité du Fonds National Suisse de la recherche FNS qui participera à la rencontre et qui distribue un document sur les instruments et bourses du FNS.

Ensuite, la coordinatrice présente brièvement Tanja Wranik qui animera l'atelier « Networking » de cet après-midi.

Workshop «Networking»

Trainer

- Dr. Tanja Wranik, work and organizational psychologist, trainer and consultant for organizational and leadership development

Workshop objectives

- How to optimize my already existing network (with practical tools, tips and tricks)
- How and when to (re)activate my network or parts of it for my career / in application procedures
- How to use a network as a career factor for women researchers
- Do's and don'ts in networking
- Learn new tools or techniques to further develop the professional networks

Documents

- Powerpoint presentation

Introduction

The trainer presents herself and invites the mentees to do the same before asking them about their expectations for today. The mentees want to know more about...

- How to develop a networking strategy if it is difficult to know in which direction (new field, new geographical work environment, etc.) you are going in your career
- How about digital networking and being present on social networks? How important is it and how should one do it?
- How to network if you want to keep your options open in terms of an academic AND a non-academic career?
- How to network better if you are not at ease with doing it and second, if you have two fields of research
- How to do networking in a better way?
- How to define a networking strategy?
- How to integrate your old network into a new one after changing research fields?
- How to coordinate both networks, digital and real?
- How to behave in networks in industry?
- How to keep people in your network, especially in a global network?
- What are good strategies to create contacts?
- Digital networking: how to do it naturally without giving the impression of being over ambitious or too eager?

Exercises

After the introduction, the trainer asks the mentees to draw their current network on paper. The mentees put themselves in the center of their network and all the other persons of their network around them (the closer they are to the center of the network the more intense the contact with the mentee). It is important to include the following persons into the drawing:

- The PI (or several PI) or the supervisor
- The mentor or several mentors
- Your colleagues with whom you collaborate most (20-30 most important colleagues)

For the next exercise, the mentees work in pairs. They have a couple of minutes to discuss the following questions:

- Present your academic project in a few key-words
- For this project - what is useful, what is missing in networks?
- What kind of people do you especially need?

The trainer says that from her experience, it is important to know that in your network you respect everyone and that you can imagine working with everyone. You know who the people in your network are. Furthermore, creating and maintaining a professional network takes time. At the beginning of your career, it is important to gain independence from your PhD supervisor, to be seen as a person and to create your professional identity. To do that, you need to know who has the power in your field and to get access to the right persons. Networking is thus actually a lot of politics. One option is to try to have lunch with such people, for example.

Tanja Wranik asks the mentees the following question: do you know if you have the right people in your network? How can you create new relations for your professional ambitions? During the next exercise, the mentees split into two groups to answer a question each.

1. We want to create new relationships in academia – How to develop your network, what are your strategies?

The first group comes up with the following suggestions and answers:

Potential ways of contacting people are...

- Conferences
- Papers (react to positive feedbacks you've got)
- Twitter (a bit of a wild card!)
- Organizing small conferences / workshops for focus groups
- Networks at your university (create them, use existing ones), especially for postdocs
- Internet, emails
- Committees and boards (become a member)
- Participate in seminars and ask questions
- Ask existing contacts
- Go to lunch after meetings with the others and talk to them
- Applications for positions (get them to know your CV)
- Organize events

The trainer reminds the mentees that these things do take time. It is absolutely vital to know what you want (strategy!) from a certain person or network, depending on your research project. And then you decide how much time you can dedicate to networking and at which occasions.

The idea of these contacts is to leave a positive impression. In order to leave a positive impression, you need to be visible and you have to be memorable. In general, it will take several contacts with the same persons to make them remember you.

2. Which are the advantages and challenges of being a woman in academia?

The group says that they came up with the negatives first in their discussion.

- A family means less time for your academic environment and thus you are less visible
- People think you have less time to work as well
- If you don't have a family – everyone thinks you've got tons of time (and you get all the shitty tasks)
- Women are seen as friendly ghosts who help everyone. But they are not seen as competent researchers
- People will talk to you about their problems (Stereotype of women as caretakers)
- Sexism
- Women are harsher to other women (than to men); there is even more competition (little room in academia for jobs)
- Women have less options for « trial and error » than men
- Stereotype of « Quota woman » - she's got the position just because she is a woman

Positive aspects

- Programs for women (institutional)
- Women are allowed to make more mistakes than men due to paternalism (but we judge ourselves harsher than men do)
- More visible as a woman in male dominated fields and thus also memorable
- Exchange among women researchers about difficulties (allies) and thus a more personal exchange

How much can you influence these advantages/disadvantages?

- Learn to negotiate; do not let yourself be manipulated (“you are so good at organizing! Why don't you organize the meeting, then?”)
- Stop making yourself smaller and believe in yourself (perception changes with it as well). It will also help a bit against sexism
- Be self-confident (don't make yourself a victim), but adapted to your field and cultural background (self-confidence is not arrogance!)
- Negotiate with your partner who is going when to networking opportunities (both should have the same opportunities and share family responsibilities)
- Integrate some flexibility into your life /time (stay at lunch; go to an evening event for every now and then) – make a conscious choice! It's about work-life-bending (think about how you want to do it and what is important for you)
- You need a thick skin; do not take everything personally (someone was not nice to you at a meeting – forget about it, don't think about it forever and don't avoid the person because of that). Academia is a vicious environment
- Conflict management and communication – two things you have to learn
- Stop apologizing for things you don't have to apologize for (don't say sorry for speaking up, for example and don't apologize for having or wanting a family life)
- Make a choice – know what you want and be confident about it, find out where you want to go
- Don't apologize for your choices and don't use them as excuses

Networking is creating a meaningful relationship between two persons

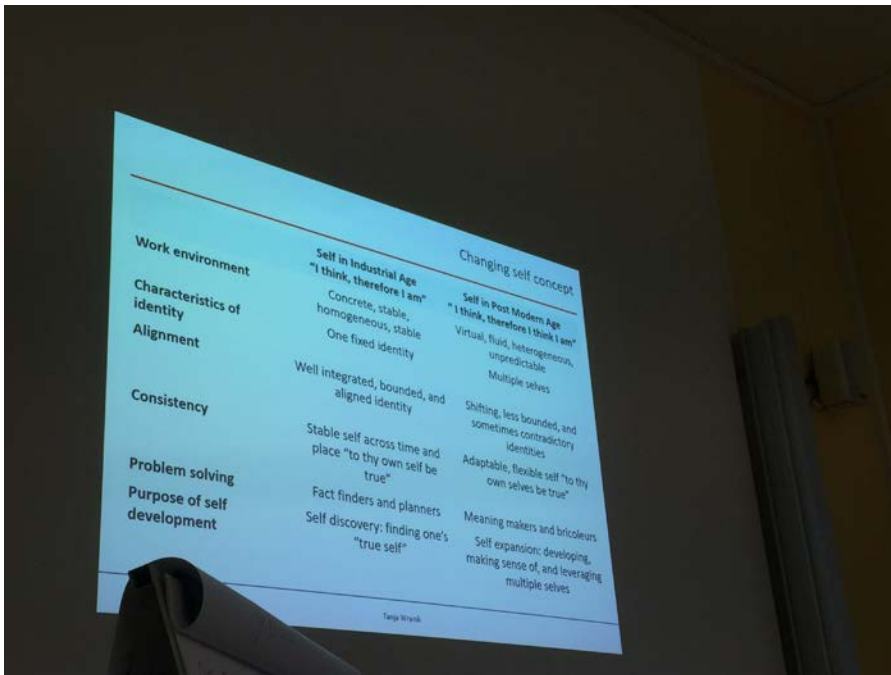
Before networking, you need to...

1. Know who you are and what you want – it's strategic and you have to be clear about it
2. Know what you have to OFFER - networking is not about “I am looking for help”

Creating a network means “GIVING”, not taking. You have to choose where and with whom you want to spend time with. A fun way of creating relationship is to talk to interesting people.

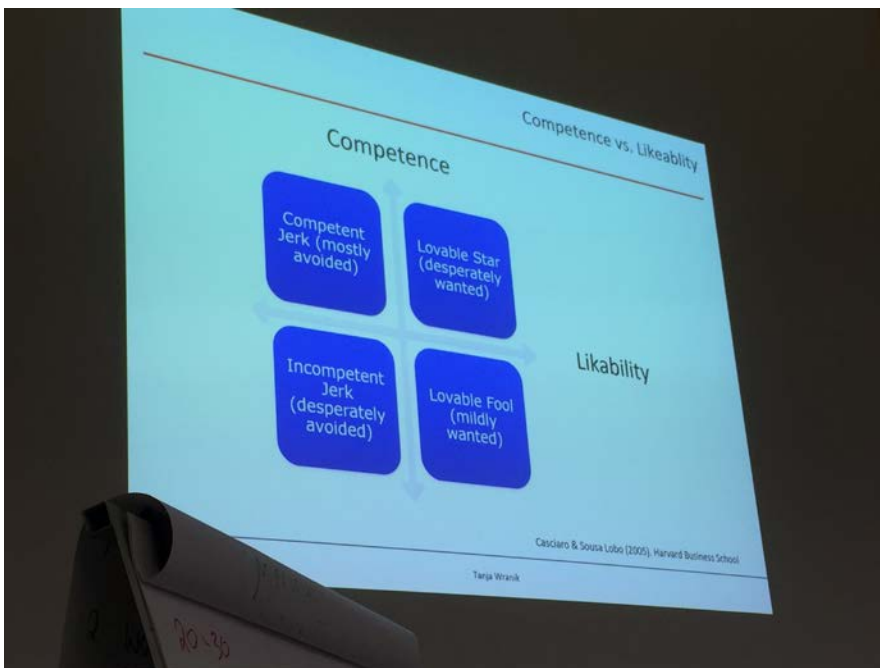
You need to create an identity that you are confident and comfortable with. When you talk to people you'll talk about your passions, the questions you are interested in. This will make people want to share with you what they know and who they know. They will thus guide you to others you share your views and visions with.

- Do you know what your good at?
- Do you know where you want to go?
- Do you know what your plan A is? And do you have ideas about your plan B?
- What are you passionate about?



In today's complex world, you need to have multiple identities (role as mother, wife, friend, researcher, colleague, etc). Then you create networks that are useful for your life and for each role or identity. You can change the identity depending on your life situation and adapt it to your needs. It is important to have several networks because they can act as safety nets if one of your professional plans (A, B, C...) is not working out.

You want to be remembered as someone competent and likeable ("the lovable star" on the slide). If you want to be memorable (visibility), some people will love you, but others will hate you; so it means taking a risk.



Exercise

What is the next network that you want to develop? Develop for example a second identity? And what is the first step to do it?

The trainer invites the mentees to answer this question as an individual follow-up to this workshop to continue working on their networking strategy.

Last round of questions from the mentees

- *Go to a networking event and then – talk about what?*
It's always a good start to let people talk about themselves and what they're doing, to compliment them on their talk/paper/etc. People like it when someone shows interest in them.
- *How often should you contact someone?*
You should stay in contact if you have something meaningful to tell. Do not worry if you have not contacted someone for 5 years from your professional network. If you get back in contact, then it's because it's a meaningful moment (I've just seen you on TV; or your name on the conference xy – congratulations; etc.). If you are creating a new network – then you need to invest more time and stay in contact more often.
- *Business cards – are they a good idea or not?*
In academia it's less the case, but outside academia they are important and appropriate. So have them on you and do not be afraid to hand them out to somebody.
- *Geographic challenge of networking – not always easy to get there; how to integrate those things? Stay local? Or go global? Stay in your field? Or open to other fields?*
Decide what you want for your research and your career and then develop a networking strategy depending on your decision and needs.
- *Is Twitter a good way to communicate in networks?*
The question is which network do you want to be a part of and what is the typical way of communication in that network? So if they are using Twitter, then you need to follow them, use it, learn to tweet.

Closing remarks

- Know what you want, what your strategy is and where you want to go
- Know your networks (draw them!)
- Start early - it takes 2-3 years to create a new network and it takes time to create meaningful relationships
- Create relations with people you find interesting, with whom you share the same passions/a passion
- Some things work in one network, but not in another; play with it and try out. Learn from mistakes as mistakes are normal.
- Becoming visible, trying to be memorable and competent and likeable means taking a risk. But it's worth it!
- If you give a lot of information on the web about yourself, it will make it more difficult to change your identity – if you give less information, you'll be more flexible. And then, learn how to tell the story to people (the story that makes your life).
- Do not feel guilty about not staying in contact immediately – take a long view. It is possible to re-contact a person 5 years later; it is absolutely OK.
- What kind of an added value do you have for a network that you can give to others in that network? Expertise, Enabler, Super-connector, Completer?
- You need to maintain your relationship, but also to create new ones. The focus is not on LinkedIn, but to create new real life relationships.
- Relationships are about giving and taking. In a relationship, both persons have 50% of responsibility.

Atelier «Bilan de la relation de mentorat et du programme de mentorat»

Intervenantes

- Partenaires du Réseau romand (Muriel Besson, Claudia Möri)

Objectifs de l'atelier

- Faire un bilan de la relation de mentorat comme première étape avant de discuter avec la mentore ou le mentor la suite de la relation de mentorat/ du contact après la fin du programme de mentorat
- Donner un feedback aux organisatrices du programme de mentorat

Introduction

Les mentees sont invitées de noter sur des post-it des points positifs, négatifs ou OK par rapport à la relation de mentorat et au programme de mentorat. Ces post-it sont collés sur des affiches de flip chart. Le résultat de ce bilan sur la relation de mentorat et sur le programme de mentorat est résumé dans les tableaux suivants :

Feedback par rapport à la relation de mentorat

Positif	<ul style="list-style-type: none"> • Serious mentor, taking seriously her role • Mentor was very available whenever I contacted her; gave valuable insight and time • Volonté d'aider, disponibilité • Very competent mentor, great link with my profile • Flexibilité, discussions franches et constructives; proposition de la mentore de rester en contact • Mentor outside my network • Not in the same network, so more freedom in discussing • Disponible • Fast response, lots of experience • Meetings to discuss problems/challenges • Ability to discuss and share thoughts and ideas • Disponibilité et temps (3 rendez-vous de 1h30) • Rester en contact pour collaborations futures • Mentore et mentee : discussion de femme à femme : avantage ; être à l'aise, plus de compréhension • Avoir une mentore dont le bureau est aussi dans ma faculté et dans une discipline appochante
Uniquement OK	<ul style="list-style-type: none"> • Sometimes suggestions difficult to implement • Should try more from my side to meet • Hard to maintain mentor relationship when both busy/without concrete goals or needs/without structure (because I didn't want to burden her) • Lieu des rencontres à définir; parfois moyennement approprié (rencontre à la maison) • Pourrait être plus actif dans la relation (mettre en confiance) • I feel the moment when I could really benefit from a mentor is now – sadly the program is nearly over
Négatif	<ul style="list-style-type: none"> • Rare meetings (very busy) • Not in the same network/field • Not sure how to continue relationship in the future • Not so many meetings, but also not so much need; stagnating relationship

Feedback mentees par rapport au programme de mentorat actuel

Positif	<ul style="list-style-type: none"> • Very interesting workshops • Group meetings at different universities • Workshops • Motivating, informative • Always available • Very helpful to develop network of mentees and hear about life in other disciplines • Nice cohort – good people to learn from and share experiences and ideas • Bonne atmosphere • L'expérience de la non-mixité en milieu académique • L'intervention de la Prof. Anne-Christine Fornage • Feeling to be part of the group • Contact avec profils similaires des mentees / échanges • Workshop topics, meetings at different places • Thématique des ateliers • La diversité des profils • Très bonne organisation, fréquence des rencontres appropriée, workshops/thèmes pertinents • Feeling to be part of the group
Uniquement OK	<ul style="list-style-type: none"> • Only 4 meetings and I have lost 1 of them • Sometimes hard to prioritize "days" when busy • Programme de suivi finalement trop court • Feedbacks/discussions of mentoring relationships in the group • The trainings were best when more of a workshop/self-reflection. When the program took advantage of the unique audience rather than the same workshops offered by other actors • Motivating workshops • L'encadrement des coordinatrices
Négatif	<ul style="list-style-type: none"> • Dates des rencontres en plenum parfois difficiles à concilier avec travail • We never followed through with less formal/official gatherings, i.e. coffee or lunch

Des propositions, suggestions et idées pour une prochaine édition du programme de mentorat ont également été notées par les mentees :

- Mentoring agreement really needed?
- Continuer après 1.5 ans ? Rencontres informelles et relation de mentorat
- To work concretely on preparing a dossier for positions
- Attempted smaller campus meetings but didn't catch on. Would be nice to have more organization and money for smaller, more frequent lunch/coffee discussions
- Meetings on different days of the week (not only Fridays)
- The program should be longer
- Réseau d'alumni/alumnae?
- Atelier sur les problématiques liées à la publication (échanges d'expériences entre mentees)

Conclusion

La coordinatrice explique que la fin du programme de mentorat ne signifiera pas la fin du contact entre mentee et mentor·e si les deux parties souhaitent garder contact. Il sera donc important de clarifier ce point ensemble avec la mentore ou le mentor lors d'une rencontre prochainement, de préférence avant fin janvier 2019. Il est nécessaire que mentee et mentor·e définissent la suite de la relation et d'en fixer les objectifs, et que cela soit clair des deux côtés. La coordinatrice invite les mentees de la tenir au courant de la suite des relations de mentorat et de la contacter au cas où les mentees ont des questions.

Ensuite, elle donne des informations générales:

- **Evaluation finale du programme** : La satisfaction à l'égard du 9^{ème} programme sera évaluée par le biais d'un questionnaire électronique envoyé aux mentees et mentor·e·s. **Délai de réponse: 20 décembre 2018 pour les mentees ; 31 janvier pour les mentor·e·s.** Sur la base de ces questionnaires la coordination rédigera un rapport final qui serait ensuite envoyer aux mentees et mentor·e·s, aux partenaires et au FNS.
- **Remboursement des frais** : La coordination doit boucler la comptabilité avant Noël 2018. Elle demande ainsi aux mentees d'envoyer les formulaires pour le remboursement des frais liés au programme (frais de déplacement aux rencontres larges, rencontres avec mentore) en y joignant les justificatifs nécessaires **jusqu'au 17 décembre** au plus tard.

Soirée conviviale avec alumnae

Les anciennes mentees et mentor·e·s ont été invitées à la rencontre à partir de 16h30 pour une foire d'échange entre mentees et mentor·e·s ancien·ne·s et actuel·le·s. Les professeures Monica Gotta, Pilar Junier et Tania Zittoun des Universités de Genève et de Neuchâtel ont été d'accord de témoigner et de parler de leur expérience en tant que mentee ou mentore et de parler de leurs expériences en tant que femmes professeures dans un milieu académique toujours très masculin. Plusieurs participantes partageaient leurs expériences en tant que seule femme dans un département et d'être vue comme phénomène unique. D'autres soulignaient l'importance des mentor·e·s qui répondent volontiers aux questions des mentees.

Après la foire d'échange, les participantes ont continué les discussions et échanges pendant le cocktail dinatoire.

Fribourg, janvier 2019
Claudia Möri et Muriel Besson,
Réseau romand de mentoring
pour femmes

Annexe : Programme de la rencontre du 23 novembre 2018

Programme Rencontre 4 Vendredi 23 novembre 2018 Université de Neuchâtel	
12h30-13h00	Café et sandwich
13h00-13h10	Introduction
13h10-16h00	Atelier «Successful networking» avec Dre Tanja Wranik <ul style="list-style-type: none"> • Network as a career factor for women researchers • How to optimize my already existing network? Tools and tricks • Do's and don'ts • Current and future state of network of each mentee (exercise: network analysis)
16h00-16h30	Atelier « Bilan de la relation de mentorat et de l'édition 9 »
16h30-17h00	Café d'accueil
17h00-18h	Stay in contact! Foire d'échange en groupe avec invitées <ul style="list-style-type: none"> • Bienvenue et introduction • Foire d'échange pour discuter ensemble les sujets suivants : <ul style="list-style-type: none"> - <i>Comment et pourquoi rester en contact avec son/sa mentor·e après la fin du programme de mentorat ?</i> - <i>Comment intégrer la technique de mentorat dans sa façon de diriger une (future) équipe ?</i> - Invitées à l'échange : <ul style="list-style-type: none"> ➤ Prof. Monica Gotta (Université de Genève) ➤ Prof. Pilar Junier (Université de Neuchâtel) ➤ Prof. Tania Zitoun (Université de Neuchâtel)
18h00-19h30	Cocktail dînatoire et réseautage