



Charte of Mentoring Program PhD Alumni

I°/ Definition of mentoring:

Mentoring is confidential, one-on-one guidance provided by a volunteer called the "mentor" to another person called the "mentee".

This system enables a pair of willing participants with no hierarchical link to each other to become part of a reciprocal enriching process and to share knowledge and experience while supporting and encouraging each other.

The Université Grenoble Alpes Doctoral College has set up a mentoring program that encourages mutual support between PhD students and/or between PhD students and PhDs.

This program relies on the PhD Alumni platform, which connects Université Grenoble Alpes PhD students and PhDs.

II°/ Program goals:

The PhD Alumni Mentoring Program aims to foster mutual support between PhD students and/or between PhD students and PhDs by connecting members of the PhD Alumni network who wish to share experience and knowledge.

The PhD Alumni Mentoring Program also helps create ties and foster the Université Grenoble Alpes' community of PhDs and PhD students.

III°/ Mentoring Principles:

The mentoring relationship is:

- Volunteer guidance to help raise awareness of skills
- A fair working relationship based on the sharing of personal and professional knowledge.
- Mutual enrichment

The mentoring relationship is not:

- A substitute for thesis supervision
- A vector for advertising
- For spreading ideas of a personal nature.

The mentoring relationship takes place in an environment that favors dialogue and trust.

It involves various values:

- Trust



- Absence of judgment
- Mutual Respect
- Open-mindedness
- Kindness
- Attentiveness
- Informality
- Humility

Contact between PhD students and PhDs in the framework of mentoring can be initiated at any time through the PhD Alumni platform in the dedicated section.

The pair can jointly agree upon the duration of mentoring and arrangements for interaction between mentor and mentee. The participants are free to withdraw from the program once they have informed each other.

IV°/ Commitments of the various Mentoring participants:

The Mentee:

- Is attentive
- Maintains a dynamic working relationship
- Shares their situation, expressing expectations and asking questions
- Ensures confidential, non-judgmental and respectful dialogue
- Engages in the implementation of jointly agreed actions
- Remains free to agree to the mentor's proposals

The Mentor:

- Is attentive
- Maintains a dynamic working relationship
- Ensures confidential, non-judgmental and respectful dialogue
- Helps develop the mentee's personal resources
- Shares experience, knowledge and networks

It is not the mentor's responsibility to have all the answers for the mentee.

The Doctoral College:

- Ensures that the Mentoring module on the PhD Alumni platform operates smoothly.
- Supports participants, at their request, with possible difficulties encountered.
- Organizes and implements an annual review of the program to ensure its continuous improvement (surveys, events etc.)