

Alumni IFP School – Mentoring Charter

Mentoring definition

The IFP School Alumni Association (AAID) launches a mentoring program to provide assistance to IFP School graduates from other IFP School graduates, generally more senior. It is therefore a long-term support of a graduate - the Mentee - by another graduate - the Mentor. The purpose of this charter is to define the framework of relations between mentors, mentees and the AAID Employment and Career Commission.

The Mentor's assistance to the Mentee will be strictly professional and will consist primarily of the Mentor sharing his or her experience, listening and questioning. The Mentor's assistance is voluntary.

Preamble to the mentoring start

The Mentee has informed the Commission of his or her desire to be accompanied by a Mentor. He/she specifies his/her expectations, for example, his/her need for clarification of his/her professional situation, his/her wish to benefit from the experience of a more senior fellow student in the context of a no-stakes exchange, or his/her desire to develop his/her technical skills and entrepreneurial abilities.

The Mentor has informed the Commission of his/her desire to accompany a Mentee. He/she is ready to offer the availability and time necessary for this support. He/she has shown a willingness to be open and to listen, to make himself/herself useful by passing on his/her experience and by helping the Mentee to develop professionally.

Mentor/Mentee connection

The AAID Employment and Career Commission analyzes the information received from IFP School Alumni interested in the mentoring program and proposes a suitable match.

The Commission's ambition is to propose, as far as possible, one or more compatible Mentors to each Mentee request.

Following these proposals, the Mentor and the Mentee candidates meet and decide to start the mentorship. Together they define the number, pace, and duration of their meetings. If the first meeting does not result in a desire to work together, the Mentor and Mentee candidates must inform the AAID Employment and Career Commission. The Commission may then propose another solution.

Confidentiality

The Mentor and the Mentee agree not to reveal anything about the content of their discussions, including to the Commission, unless explicitly agreed by both parties.

The Commission is committed to keep confidential all exchanges of which it could be aware within the framework of the mentoring.

Duration of mentoring

This charter recommends a 6-month renewable period of support between the Mentee and the Mentor. At the end of the mentorship, the Mentor and the Mentee will inform the Commission.

In case of premature interruption, the Mentor or the Mentee will inform the Commission, which may propose a new solution.

Terms and conditions

The frequency of meetings is to be defined at the joint initiative of the Mentor and the Mentee. The Commission recommends at least one monthly contact.

In case of difficulty, the Mentor or the Mentee can contact the Commission by email. The Commission assists in the smooth running of the mentoring program by various means (contact, guide, meetings, etc.) and facilitates good relations between Mentor and Mentee.

In order to allow for a continuous improvement of the mentoring program, the Mentor and the Mentee commit themselves to give feedback to the Commission.

Commission role

The role of the Commission is to identify the pairs Mentor/Mentee and to put the Mentor and the Mentee in contact with each other. The Commission remains at the disposal of the pair in case of need or difficulties.

Commitment

IFP School Alumni participants involved in a mentoring pair have read this charter and agree to respect it.

Rueil-Malmaison, 24 March 2023

Employment and Career Commission :

Frédérique FOURNIER (GOL - 1984)

Magdalena JAMIN (EEN - 2000)

Xavier MILCENT (EGE - 1994)

Cécile PABIAN GOYHENECHÉ (GOL - 1982)

Olivier THRIERR (ECO – 1985)