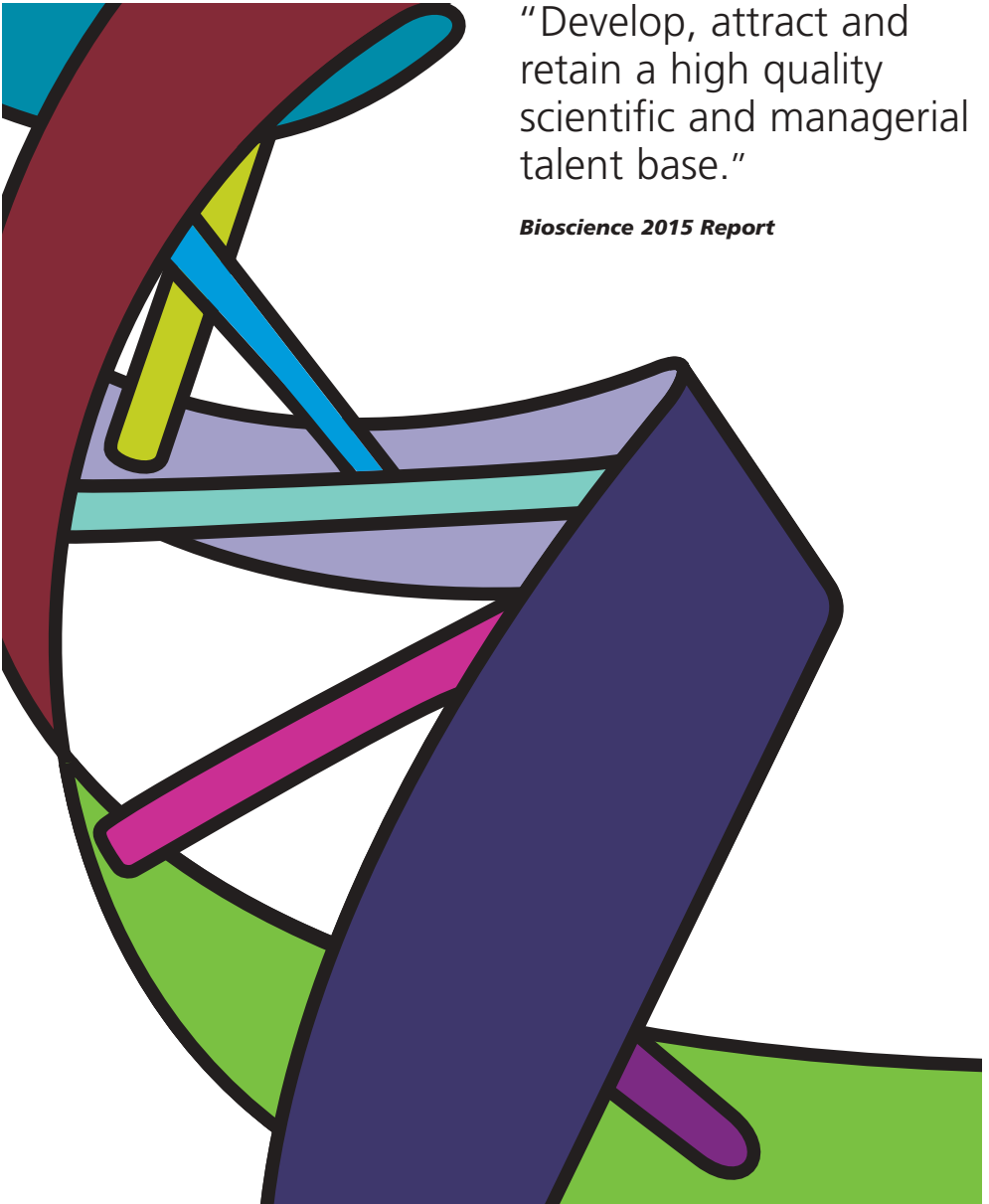


“Develop, attract and retain a high quality scientific and managerial talent base.”

Bioscience 2015 Report



The BioIndustry Association (BIA) has launched a mentoring service for members to bring together established practitioners with the next generation of industry leaders who may benefit from sharing their experience and knowledge.

MENTORING

mentor

Definition: adviser

Synonyms: coach, counsellor, guide, guru, instructor, teacher, trainer, tutor

The term "mentor"

The origins of the word spring from Homer's classic "*The Odyssey*", where Odysseus, off to war, chose "*Mentor*" (who was the goddess Athene in the form of Mentor), to protect and advise his son "*Telemachus*." This has translated to the modern day as an "*experienced and trusted adviser*". (Oxford Dictionary).

Mentoring can be a very powerful tool for accelerating experience and transforming businesses by facilitating the transfer of knowledge and experience between bioscience industry professionals. In an environment that regularly trades on the exchange of information between its peers and the success and failures of development initiatives, the industry already naturally demonstrates some forms of unstructured advisory services.

Mentor profile

Mentors will typically be at Board level, with at least 10 years' industry experience within an organisation specialising in the bioscience industry environment.

Those interested in becoming a BIA Mentor need to attend a workshop, free of charge, to orientate them to the objectives of the programme and to manage expectations. Mentors will demonstrate a track record of excellence and best management practice as well as possessing the drive and motivation personally, to suit the commitment to be a BIA Mentor. Each mentoring partnership will have very different requirements in time but typically monthly contact of up to two hours is required. In return Mentors benefit by contributing to the continuing success of the industry, and gaining from a rich learning relationship.

Mentee profile

Mentees may be new to the industry, recently promoted to a senior management role, taking on broader responsibilities embracing functional areas for which they are unfamiliar or perhaps taking on a non-executive directorship for the first time. The pilot programme contained mentees who were both in early career and with considerable experience.

For mentees the programme is a unique opportunity to have access to someone who's "been there and done that". The scheme will help to develop business and leadership skills and for smaller companies offers a better chance of succeeding in today's competitive market.

The BIA service is completely confidential and mentors and mentees will be carefully matched, to ensure not only that the knowledge and experience is relevant but that the "chemistry" is right.

The powerful combination of a successful partnership will also add strength to the UK bioscience capability and help to deliver on the Bioscience 2015 report recommendation to “Develop, attract and retain a high quality scientific and managerial talent base.” *Bioscience 2015 Report*

HOW DOES IT WORK?

For both mentor and mentee, this is a unique opportunity to form a useful and beneficial exchange of knowledge that will strengthen both parties personal development and bring advantage to your respective organisations.

Interested? What to do next?

1. Application The mentoring

programme is open to any individual in a BIA member company. To discuss the programme, contact the mentoring programme manager, Tony Bradshaw, by e-mail tbradshaw@bioindustry.org or call him on 020 7565 7143 for a confidential initial discussion. Places are limited and there is no guarantee of acceptance on the programme.

If you are not already a member of the BIA contact Bhavana Desai at bdesai@bioindustry.org to understand the benefits of doing so beyond the BIA mentor programme.

2. Orientation BIA Mentoring

Workshop – register as soon as possible

If you are interested in becoming either a mentor or a mentee, you must attend a workshop to take your application further. The workshop is run by Carolyn Ponder, an expert in the mentoring field, and is designed to orientate participants to the objectives of the programme and to manage expectations. The next workshops will be held on Wednesday,

30th April and Wednesday, 8th October 2008.

Over the course of the workshops, the programme facilitator will diagnose mentee needs and aim to match these to the skills of one of the registered BIA mentors. Mentors attend the workshop at no cost to themselves. The mentee fee to attend the workshop is £299 payable in advance. There are a limited number of bursaries available for those involved in biopharmaceutical bioprocessing through the [bioProcessUK](#) initiative which are also open to non-BIA members.

3. Adoption –

Mentoring Partnership Agreement

Following the workshop, if a mentoring partnership is agreed, an adoption agreement is drawn up indicating clearly the expectations and commitments by both mentor and mentee to deliver the objectives agreed. Each BIA Mentor initially contracts for 12 months from the inception date and following receipt of payment of £599 from the mentee. At the end of this period the mentoring contract is renegotiated and an additional fee may be payable. Mentors are not paid but reasonable occasional expenses may be re-imbursed by the mentee subject to agreement.

So, if you're interested in taking part yourself or would like to nominate someone from your company, the first step is to contact the BIA for a confidential discussion with the programme manager.

On establishing your requirements, they will then be able to advise on how the service could

BIA MENTOR WORKSHOP FACILITATOR

Carolyn Ponder, a Partner of [Scala Associates](#), has considerable experience in the areas of coaching and mentoring, having worked with clients such as Citigroup, ABN Amro and the NHS. She works as a coach and has experience in developing engaging mentoring programmes.

**To apply:
Mentors / Mentees**

For further information or to start your application first contact Tony Bradshaw on 020 7565 7143 or tbradshaw@bioindustry.org

To join BIA Membership:

Contact Bhavana Desai, Member Relationship Manager on 020 7565 7194 or bdesai@bioindustry.org



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