

**Q: What is mentoring/mentorship?**

**A:** Mentoring refers to the process of nurturing a professional relationship between two individuals; a less experienced person (**mentee**) being guided by another one (**mentor**) who intentionally shares his or her knowledge, experiences, networks and expertise while also encouraging the mentee to develop a unique skill set and improve performance.

**Q: What is the purpose of mentorship under SHEAF Fellowship?**

**A:** She Leads African Food Futures (SHEAF) Fellowship aims to build a vibrant, highly connected network of African women professionals in agrifood systems equipped to lead and influence gender-responsive agricultural policies and programs that will improve food security and contribute to equitable livelihood outcomes.

Mentoring is therefore a key component of the Fellowship as it serves as **an effective and a powerful tool** to guide mid-level and emerging professionals to leverage and capitalize on learning opportunities and capacity of more experienced mentors, to support their growth as strong leaders with clear paths to success.

**Q: What is the mentoring model under SHEAF Fellowship?**

**A:** The SHEAF Mentoring Program consists of three (3) components, the mentor and mentee are required to commit and participate actively:

<b>Mentoring Orientation Workshop (MOW)</b>	<p><b>Main objectives</b></p> <ul style="list-style-type: none"> <li>- Understand the rationale and guidelines for a formal mentoring process</li> <li>- Develop mentoring tools and plan monthly sessions</li> </ul> <p><b>Duration:</b> One-month training (virtual sessions)</p>
<b>Mentoring in practice</b>	<p><b>Key objectives</b></p> <ul style="list-style-type: none"> <li>- Develop mutually beneficial and supportive relationships around their professional capacities and interpersonal skills</li> </ul> <p><b>Duration:</b> 12-month virtual sessions</p>
<b>Country-level Role Modelling</b>	<p><b>Main objectives</b></p> <ul style="list-style-type: none"> <li>- Opportunity to share with peers, learnings and experiences from the Fellowship</li> <li>- Practice event organizing and public speaking</li> <li>- Increase their visibility in the community and/or institution</li> <li>- Help break down stereotypes about women in agriculture, agrifood systems</li> <li>- Create a 'ripple effect' as the fellows take this opportunity to share their enthusiasm and learning</li> </ul> <p><b>Duration:</b> A half a day joint physical session led by Fellow</p>

The Fellowship will also include a series of workshop training courses - on key gender issues in agricultural policies, programs and processes - which will be delivered virtually for Fellows and Mentors

## Fellowship commitments

Each mentoring pair agrees to:

- Participate together in the 4 weeks virtual **Mentoring Orientation Workshop**;
- Develop a comprehensive **Purpose Road Map** for their mentoring relationship;
- Meet regularly **at least twice a month** for about two 2 hours each session over a 12-month period;
- Communicate important **updates** and maintain **high standards** of professionalism;
- Participate in **training and networking events**.

Mentees	Mentors
Bring their knowledge to the discussions; Contribute to solving issues raised in meetings; Carry out the agreed action plan; Engage extensively in the individual coaching; Get ready to replicate mentoring skills.	Provide overall guidance and encouragement; Contribute to solving issues raised in meetings; Track progress with mentee's PRM goals.

## Q: Who is a potential mentor?

**A:** Mentors are primarily African scientists, development practitioners or other specialists who can support AWARD Fellows' overall professional development. Ideally, they share some similar interests in agriculture, gender, policy and agrifood systems related fields.

## Q: How are mentors selected?

**A:** It is a requirement for the successful AWARD Fellows to nominate two (2) potential mentors based on the following criteria:

- The mentor can be **male** or **female** experts with solid professional experience in the field of agriculture, gender and agrifood systems;
- The mentor **must** reside in the same country as the mentee (Kenya, Malawi, Senegal);
- The **current supervisor/direct line manager** **CANNOT** be considered as a potential mentor. This also include PhD supervisors;
- He or she **must be willing** and **available** to provide the nurturing support that will allow learning and growth within agrifood systems and related fields;
- He/ she is someone the Fellow has interacted with and is a role model in the field;
- He/she **should be available to participate in all mentoring activities** of the Fellowship, i.e. Mentoring Orientation Workshop (MOW), the One-year Mentoring program and the Role Modelling activities.

On the basis of the criteria above and other critical factors, the selection committee assesses the nominations and recommends the selected Mentor. The pairs AWARD Fellow - Mentor are confirmed thereafter to initiate the on-boarding process with AWARD.

## Q: How will the mentoring process start?

**A:** Once the pairs have been identified, they are required to attend a **Fellowship Orientation webinar** and a virtual **Mentoring Orientation Workshop** (MOW) to officially start the relationship.

The Fellowship Orientation webinar aims to provide more information about the Fellowship cycle and implementation process, opportunities and resources for catalyzing professional growth.

**Q: What does the Mentoring Orientation Workshop (MOW) entail?**

The mentoring program kicks off with a virtual Mentoring Orientation Workshop (MOW).

The MOW enables the mentor-mentee to get to know each other better.

This is an opportunity to clarify mentees and mentors' roles and expectations in the mentoring process and set specific goals through the Fellows' purpose road maps. The facilitators work closely with the pairs to explore how different aspects influence personal and working relationships, help them set a solid foundation for a successful mentoring relationship.

Special guidelines and tools are also provided to ensure that each mentoring relationship is tailored to meet the development goals of each AWARD Fellow.

**Q: What does the one-year mentoring program entail?**

**A:** Mentor-mentee pairs are expected to play a very proactive role. While mentors' role is primarily to provide overall guidance and encouragement, it is expected that the mentees will also bring their own knowledge to the relationship and have a guiding role in the implementation of their Purpose Road Maps (PRMs). Mentees are responsible for carrying out the agreed actions between mentoring sessions.

Throughout the program, the mentor and mentee meet regularly (at least once a month, for two hours) to discuss progress, challenges and achievements against the goals set in their PRMs. The mentors will provide career growth advice. This process is closely monitored by the AWARD team using different monitoring tools.

**Q: What are other expectations of a mentor-mentee relationship?**

**A:** To ensure a successful mentoring relationship, it is recommended that both mentor and mentee communicate important updates on the mentoring program and maintain high standards of professional and personal conduct.

**Q: How long does a mentoring relationship last?**

**A:** The mentoring program is designed for One year.

It is however recommended that the mentoring pairs continue with their interactions even beyond the process facilitated by AWARD.

**Q: What are some of the benefits of being a mentor?**

**A:** Participation as a mentor in the SHEAF Fellowship is *on a voluntary basis*. However, AWARD and its partners work to ensure that our valued mentors get opportunities to enhance their own skills, knowledge, and networks through their involvement in the Fellowship program, e.g. invitation to webinars and selected training workshops.

It is hoped that mentors can use this opportunity to expand their professional networks, further develop their skills, and get more exposure and personal satisfaction by directly contributing to the development of Africa's talent pool.



**Q: What next after the completion of the one-year mentoring program?**

**A:** It is hoped that the mentoring pair can utilize benefits gained and opportunities to develop a sustainable plan for continued mentoring, networking and collaboration.

In case you have additional questions, please send an email to [awardprograms@cifor-icraf.org](mailto:awardprograms@cifor-icraf.org)