

# TIVIA'S MENTORING PROGRAM

- it is all about learning together

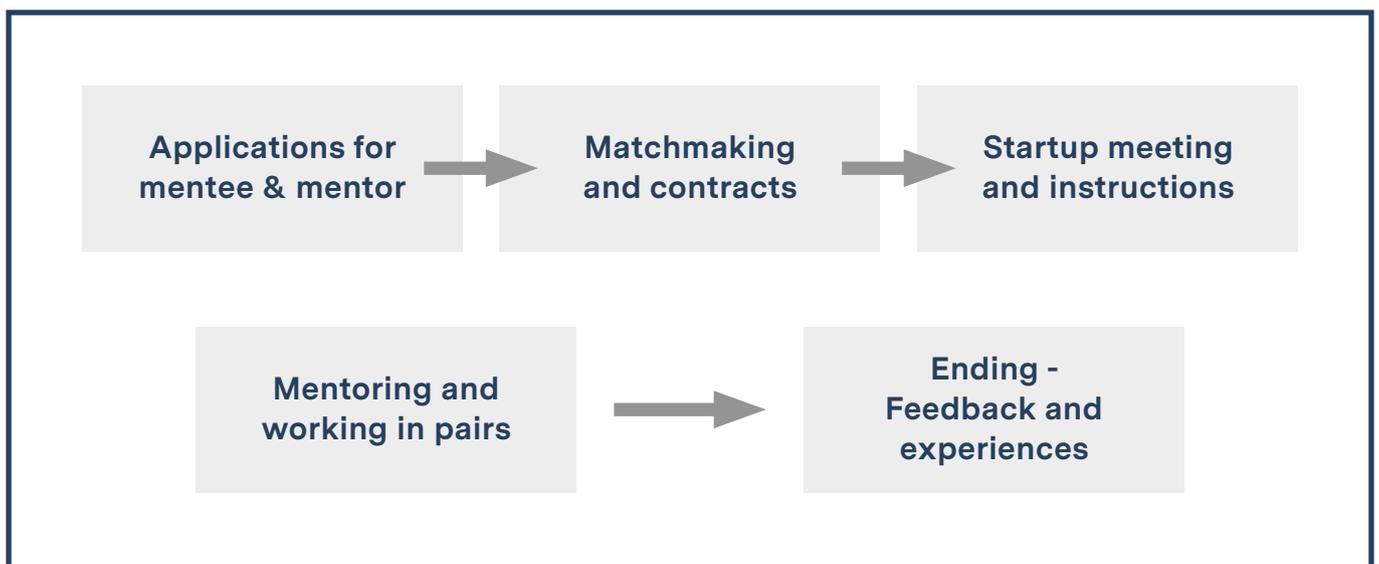
Finnish Information Processing Association (TIVIA) provides a high quality mentoring program for TIVIA society members. In this program experienced ICT professionals transfer valuable knowledge to future professionals.

Mentor and mentee will set their goals and priorities together for the year long mentoring program. From mentoring program you can get help for example to develop contact networks, to lead large projects or to improve selling of your own know-how.

Mentoring program is a yearlong person-to-person interaction where a competent, respected and experienced senior expert will act as a mentor. Mentor guides, supports and assists a mentee to develop professional skills and success. Program offers thought-provoking and topical training sessions with a skilled network for mentors as well as new inspirations through the mentoring of a young talent.

Participation is free of charge for mentors. Mentees will be charged a 150€ fee when a suitable pair is formed.

[tivia.fi/mentoring](https://tivia.fi/mentoring)



# ABOUT THE PROGRAM

## Applying to the program and selecting the participants

TIVIA's mentoring program is aimed at TIVIA society's person members and company members. Its purpose is to develop member services supply and enable broad development of know-how. Go to [tivia.fi/mentoring](https://tivia.fi/mentoring) to fill in the online application form. TIVIA will inform when a suitable pair is formed.

## Matchmaking

With the information provided in the applications we will match the best mentor for each mentee to support his/hers development and learning.

## Introduction

For each pair we will give guidance to start mentoring process (pattern, goals, confidentiality, time management etc.). Mentor and mentee will sign a mentoring contract. The contract includes goals, schedule and confidentiality of the mentoring program.

## Working in pairs

The length of the Mentoring program is about 12 months and it includes eight meetings in pairs. One meeting lasts usually about two hours. In the meetings pairs will mainly deal topics chosen by a mentee.

## Specialized training for mentors

During the program there will be specialized training for mentors to develop their mentoring skills.

## Experiences and feedback

Mentoring program is a mutual learning process. Mentee will get practical advice and guidance for both ongoing situations and planning the future. Mentor will get appreciation and new insights from mentee. During the program participants will give feedback which will be used to develop the program.

## Ending the partnership

Mentor and mentee will end their partnership according to the contract.

**APPLY NOW!**  
[tivia.fi/mentoring](https://tivia.fi/mentoring)

**Welcome to develop Finnish ICT knowledge with us!**