



UNIVERSITY OF LAGOS, NIGERIA

A TWO – DAY TRAINING FOR THE SUB-DEANS, COURSE ADVISERS AND FACULTY OFFICERS
Theme : Ready, Set, Go! Empowerment for Effective Management of Students

MENTORING STUDENTS FOR OUTSTANDING PERFORMANCE

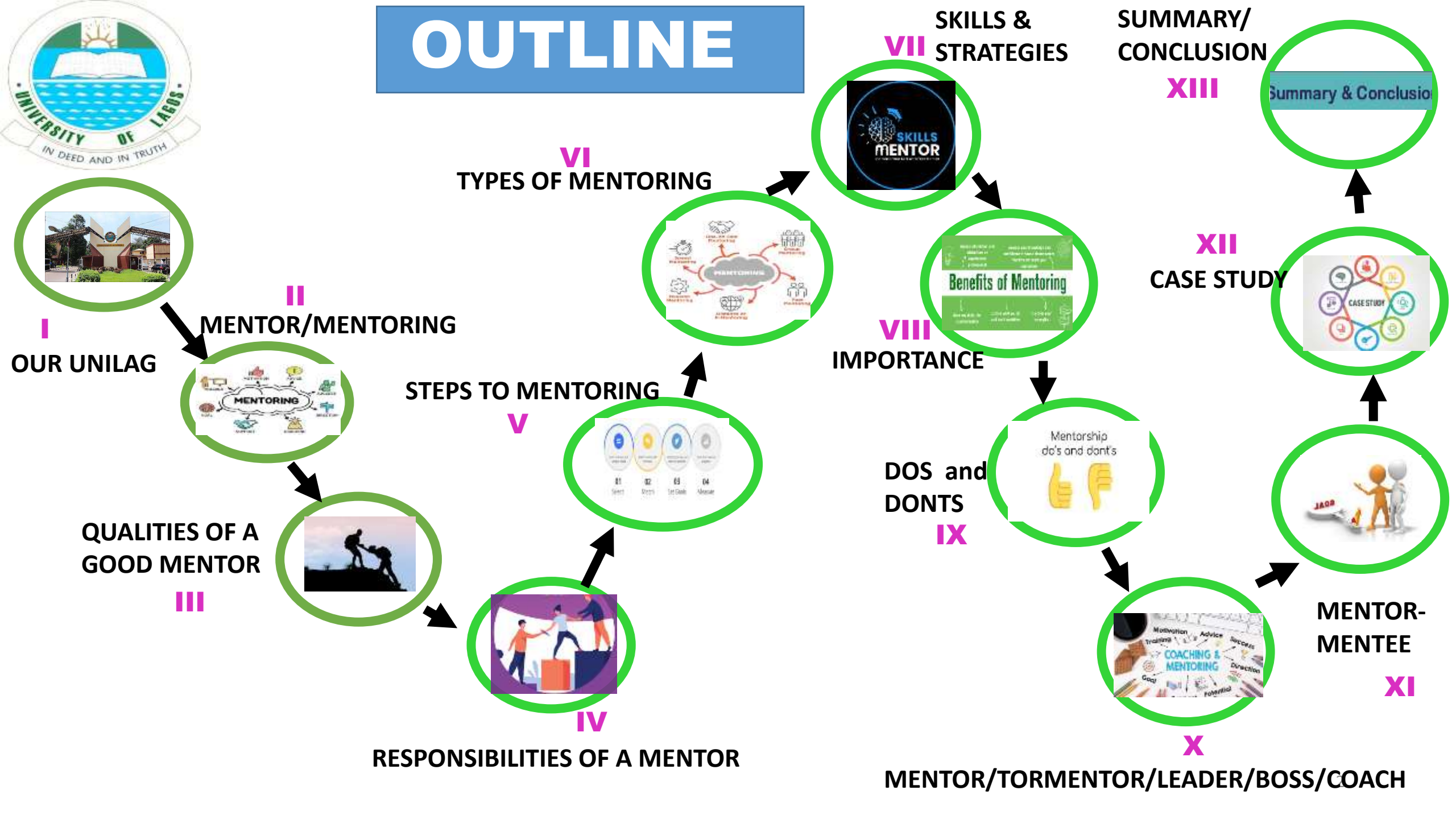
BY

PROF. KHALID OLAJIDE ADEKOYA

Department of Cell Biology and Genetics



OUTLINE





THE UNIVERSITY OF LAGOS, NIGERIA

Located in the Metropolitan City of Lagos - Nigeria
Commercial Capital



OUR LEGACY - UNILAG

- Founded in 1962
- Provided qualitative and research-oriented education to all
- Built a legacy of excellence
- Instrumental in the production of top range graduates and academia
- Has tremendous impact directly or indirectly on growth development in Nigeria.
- Place great premium on the Development and Welfare of Staff and Students

THE UNIVERSITY OF FIRST CHOICE AND THE NATION'S PRIDE



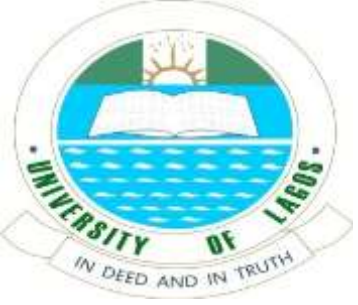
OUR VISION



To be a top class institution for the pursuit of excellence in knowledge, character and service to humanity.

Plan for the future



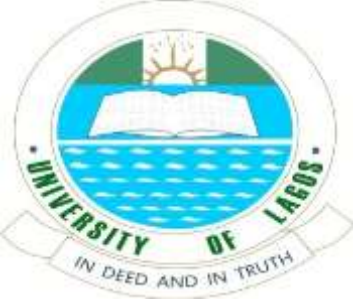


OUR MISSION

To provide a conducive environment for teaching, learning, research and development, where staff and students will interact and compete effectively with other counterparts globally.

Task and Responsibility

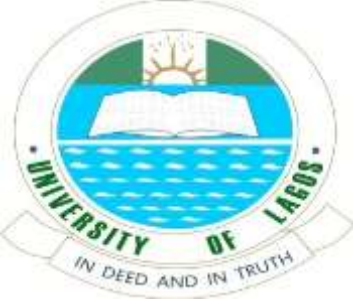




CORE-VALUES

- ✓ Commitment to Excellence in Learning & Character
- ✓ Conducive and Friendly Learning Environment
- ✓ Integrity & Respect
- ✓ **Continuous Improvement of Staff Professionalism and Competence**
- ✓ Commitment to Continuous improvement of all Facilities
- ✓ Enforcement of Innovative Culture and Ethical Conduct





OUR MOTTO



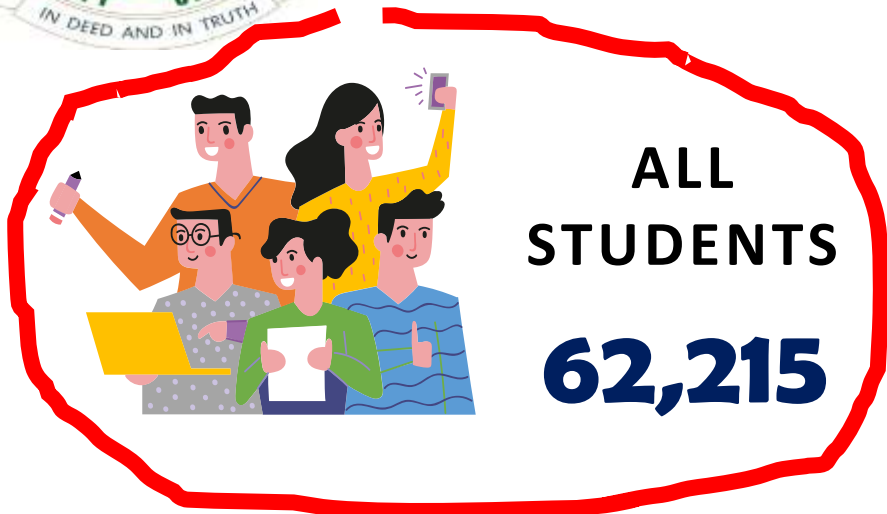
IN DEED AND IN TRUTH

Beliefs and Ideals

Motto



2019/2020 ENROLMENT

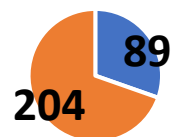


WORLD UNIVERSITY RANKING
401-500



293
Professors

PROFESSORS



■ Female ■ Male

GENDER DISTRIBUTION FOR ALL STUDENTS

FEMALE



48.5%

MALE



51.5%

STUDENTS' CATEGORIES

STUDENTS' ENROLMENT (%)

BACHELORS DEGREE



57%

DISTANCE LEARNING



20%

POST-GRADUATE DEGREE



15%

OTHERS



8%

ACADEMIC PROGRAMMES



110

Undergraduate Programs



923

Postgraduate Programs

12

FACULTIES

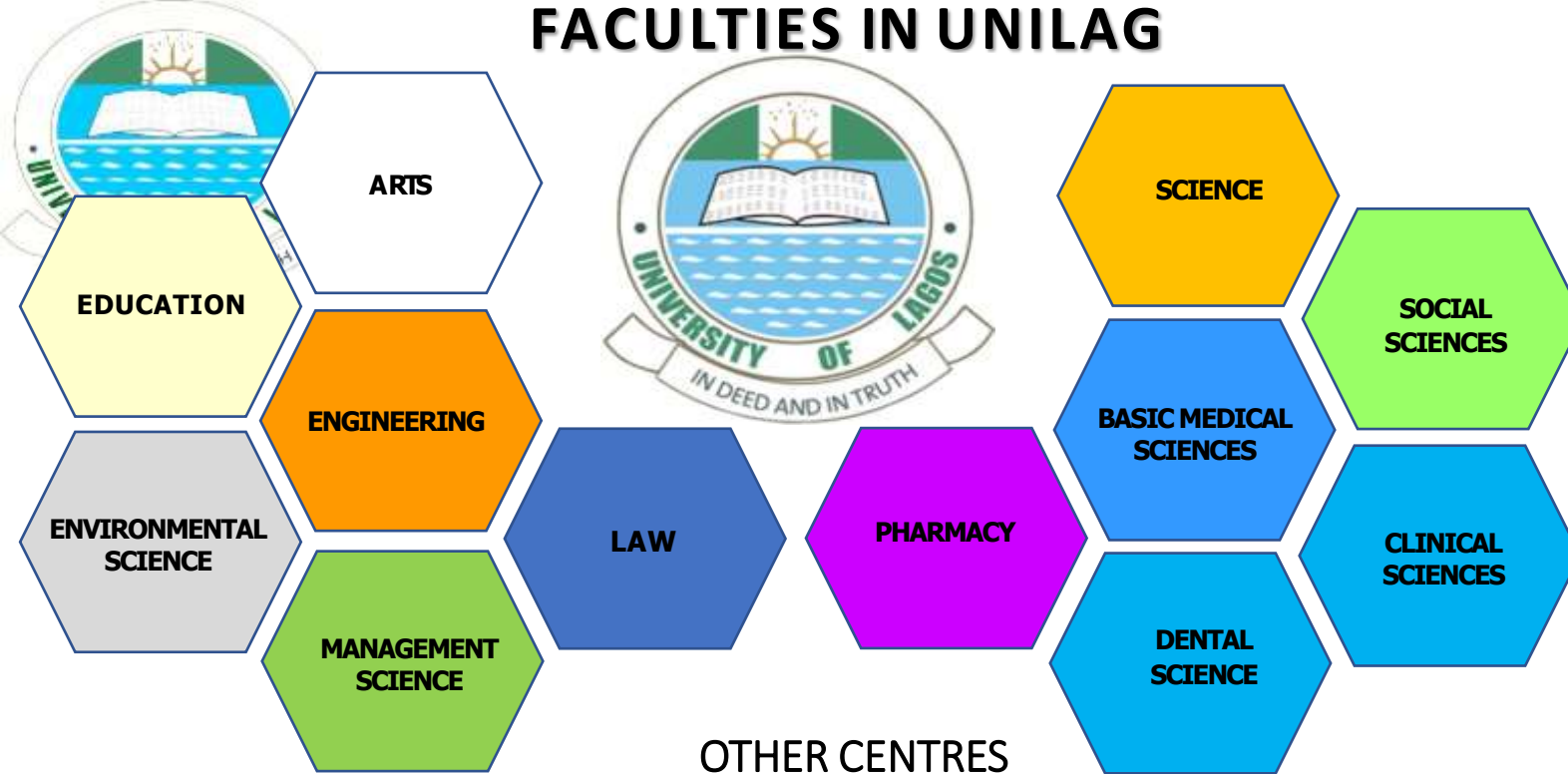
6

INSTITUTES

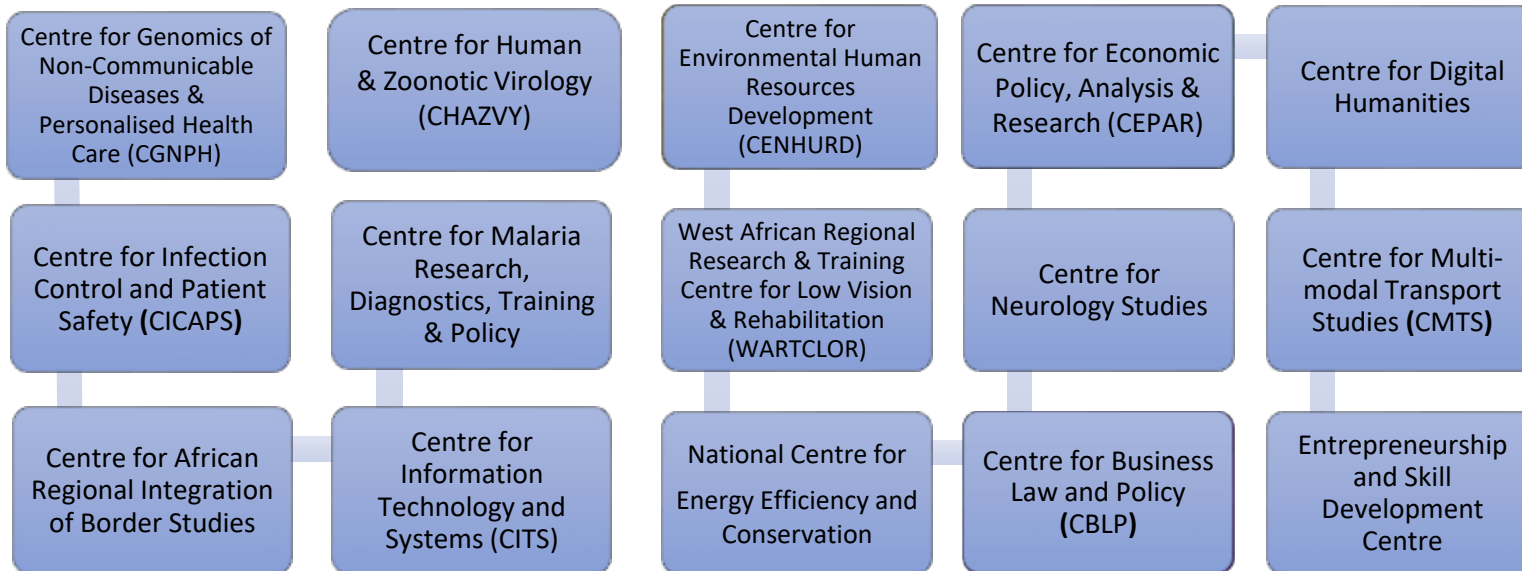
26

CENTRES

FACULTIES IN UNILAG



OTHER CENTRES



WORLD BANK CENTRES OF EXCELLENCE



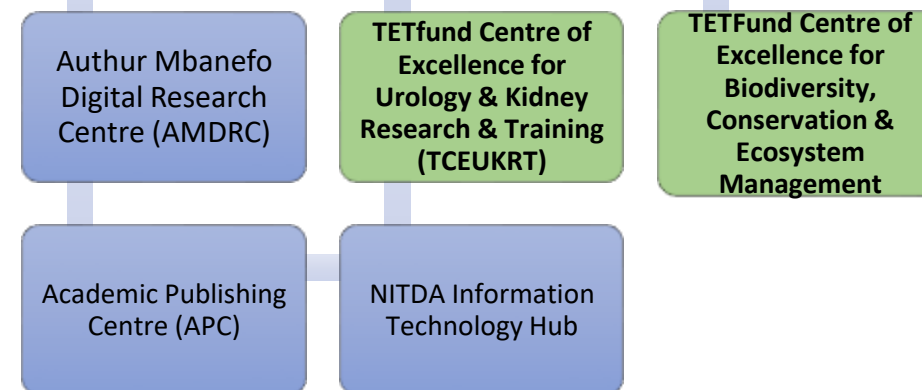
INSTITUTES



ARUA CENTRES OF EXCELLENCE



TETFUND CENTRES OF EXCELLENCE





VC's COMMITMENT – F. I . R. M.



F

Finance
Engineering

I



R

RESEARCH
& DEVELOPMENT

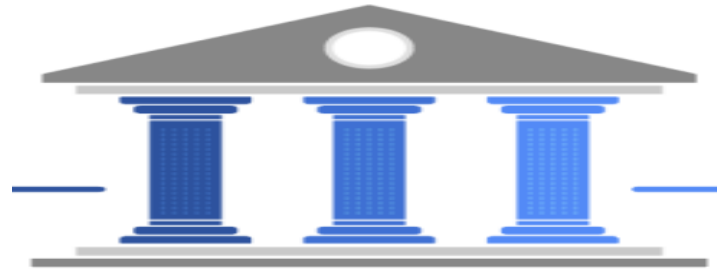
- F - Financial Engineering
- I - Infrastructural Development
- R - Reputation building through Research
- M - Manpower Development



ning & Development



THE ACADEMIC TRILOGY PILLARS



Research

Innovative solutions
workshops
Conference
Grants
Publications
Analysis
Evaluation
??????
Citation/impacts

Teaching

Lecturing
Tutoring
Writing & delivering
notes
Setting assignments
& marking
Presentation
Editing
?????

Service

Administration
Committee
Supervising
Mentoring
Mentoring
Mentoring
Mentoring



MENTORING



to advise or train



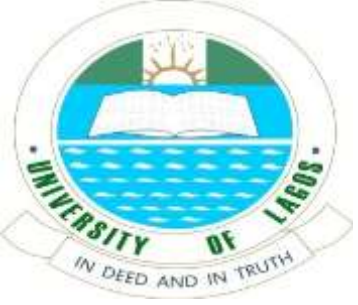


DIAGNOSIS OF MENTORING

- Mentoring is a **reciprocal learning** relationship which a **mentor and mentee** agree to a **partnership**, where they work collaboratively toward the **achievement** of mutually-defined **goals** that will **develop a mentee's** :

- ✓ skills
- ✓ abilities
- ✓ knowledge
- ✓ thinking.





WHO IS A MENTOR?

- ✓ Senior colleague
- ✓ Occupies similar niche
- ✓ Vast in experience

Mentorship



Someone that shares their knowledge, skills, and experience with another person (mentee) to help the mentee to progress and achieve excellence



A MENTOR IN A UNIVERSITY

- A **mentor** in a university plays a crucial role in the **personal and professional development** of students.

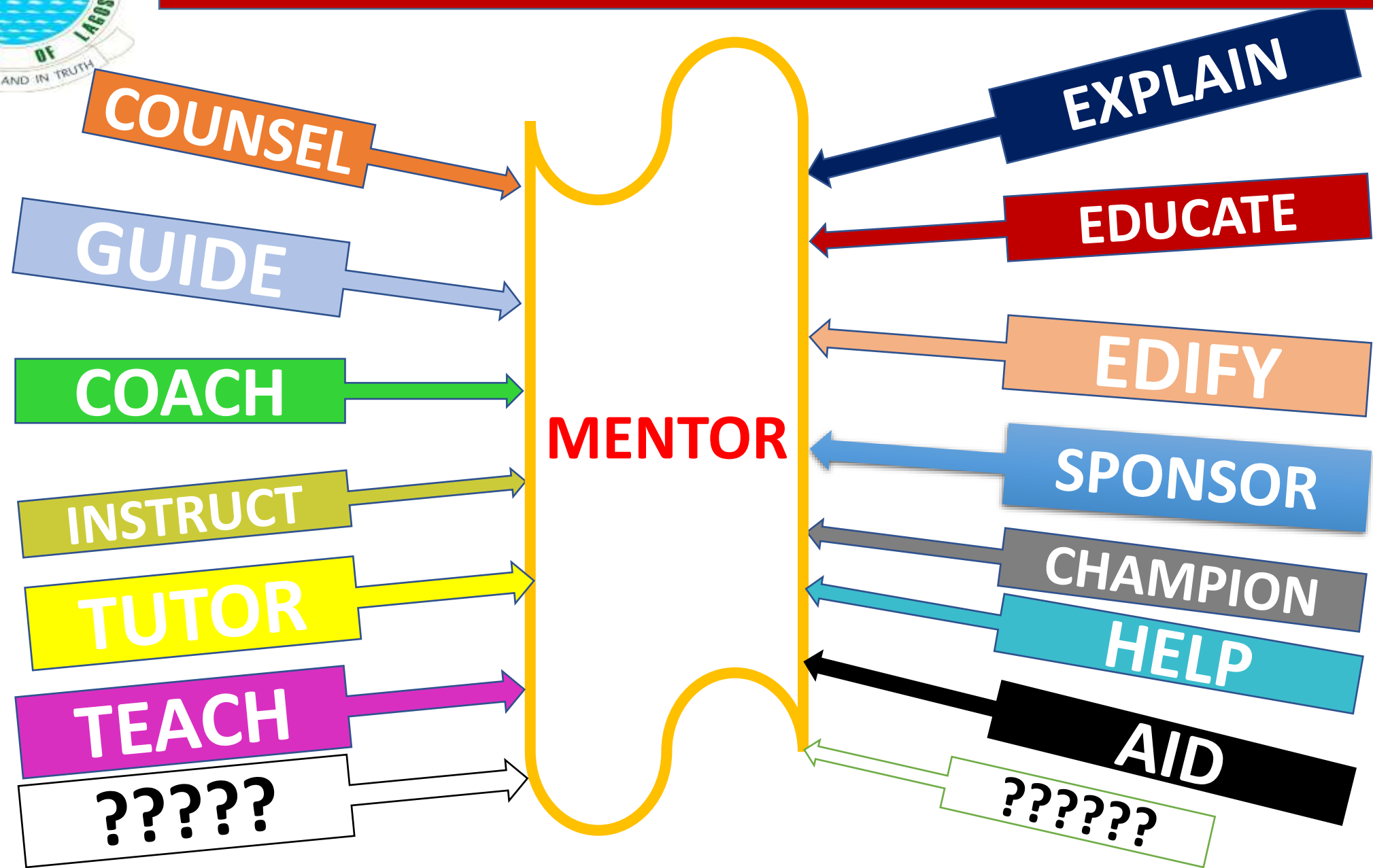


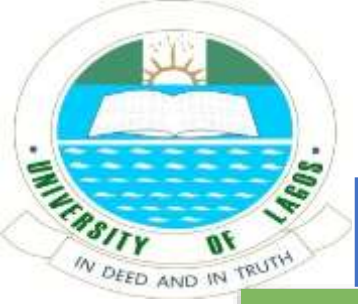
- They possess various important characteristics that **help guide and support** their mentees throughout their academic journey





SYNONYMS OF MENTORING





QUALITIES OF A GOOD MENTOR

GOOD RELATIONS

SELF - CONTROL

JUST

KINDNESS

RESPONSIBILITY

INTEGRITY

GOOD CONDUCT

HELPFULNESS

FLEXIBLE

HUMILITY

KNOWLEDGEABLE

NON-JUDGEMENTAL

**GOOD INTENTIONS &
ACTIONS**

COMPARISSON

ABLE TO GIVE

UPRIGHTNESS

CO-OPERATION

**ABLE TO NETWORK AND FIND
RESOURCES**

CHARITABLE

TRUTHFULNESS

**VALUE DIVERSITY OF
PERSPECTIVENS**

PATIENCE

CALMNESS

HONEST AND CANDID

MODESTY

CONTENTMENT

FEAR GOD

**P
I
C
K
5
I
N
O
R
D
E
R**



RESPONSIBILITIES OF A MENTOR

- Guidance
- Advice
- Feedback
- Support
- Be a role model
- Teacher
- Counselor
- Sponsor
- Advocate
- Ally





STEPS TO BE TAKEN

**Get to
know the
mentee**

**Understand challenges being
faced**

**Utilize your understanding and personal
experience**

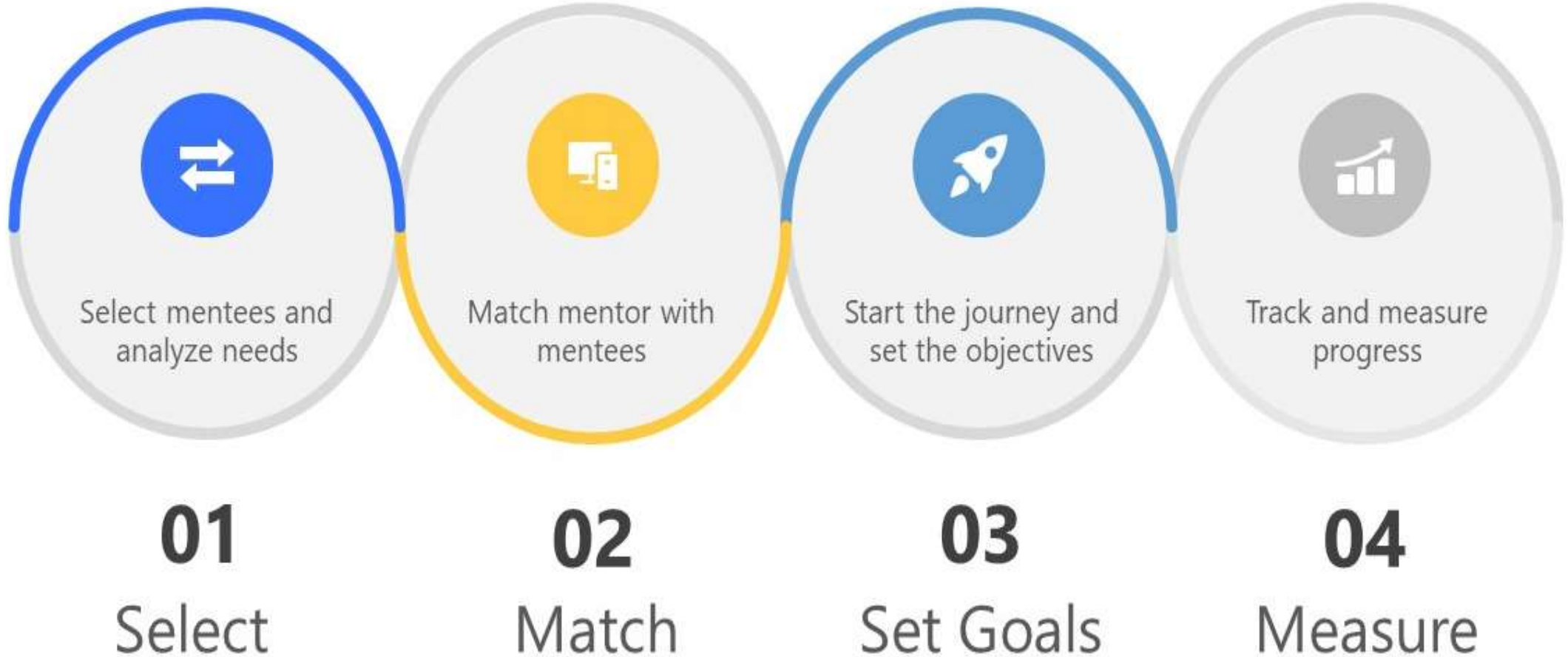
Help improvement of the situation

**Achievement of excellent and
outstanding performance**





MENTORING PROCESS

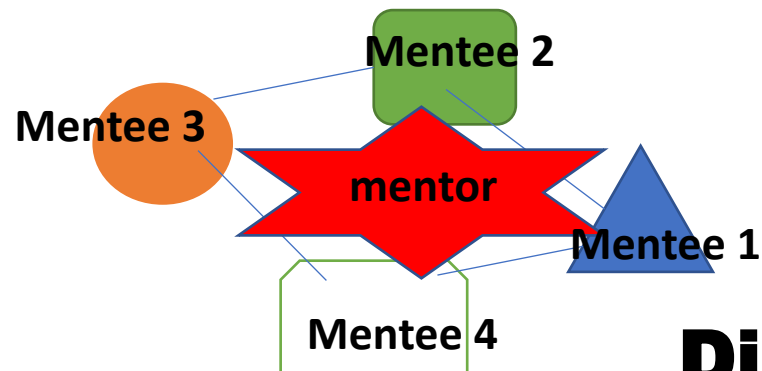




TYPES OF MENTORING TECHNIQUES



One-on-One

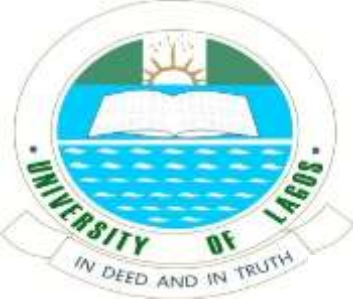


Distance

Which of these will you prefer as the most effective technique



Group



TYPES OF MENTORING



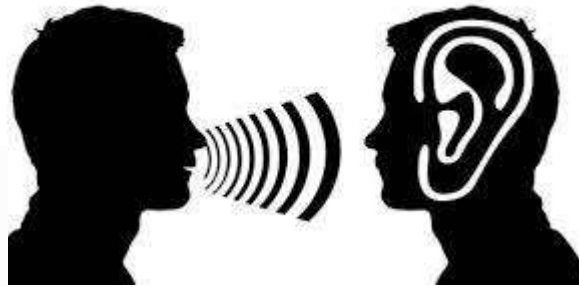


SKILLS TO ACQUIRE TO BE A MENTOR

LISTENING



COMMUNICATING



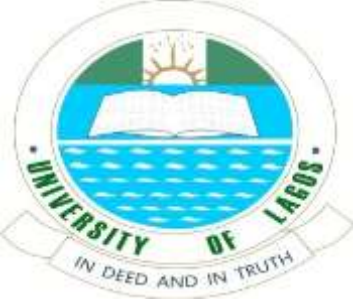
EMPATHY



TEACHING



YOUR SUCCESS IS REALIZED WHEN A MENTEE EXHIBITS LEADERSHIP



SIX Cs of SKILLS YOU NEED TO ACQUIRE TO BE A MENTOR

- **C**uriosity
- **C**haracter
- **C**onnection
- **C**aring
- **C**ompetency
- **C**onfidence

STYLES OF MENTORING

- **Challenger** – Strong and challenges the mentee's ideas
- **Cheerleader** – Positive and supportive, always finds the good even in bad situations
- **Educator** – Trains and educates the mentee, while trying to figure out where the mentee is weak so the training can be tailored to his/her specific needs.



WHAT SKILLS ACQUIRED SHOULD DO AS A MENTOR

- ✓ Make goals specific and realistic with target dates.
- ✓ Monitor progress and adapt plans.
- ✓ Do problem solving when issues and barriers arise.
- ✓ Work together and think through strategies and options.

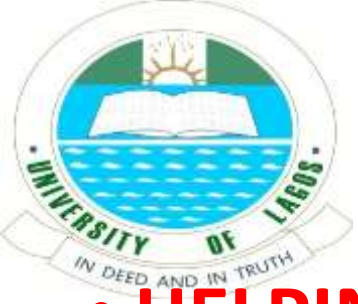




STRATEGIES FOR EFFECTIVE MENTORSHIP

STRATEGIES FOR EFFECTIVE MENTOR MENTEE RELATIONSHIP

- 01** COMMIT TO EACH OTHER
- 02** DEVELOP TRUST
- 03** PLAN GOALS
- 04** ROLES AND RESPONSIBILITIES
- 05** COLLABORATE FOR RESULTS

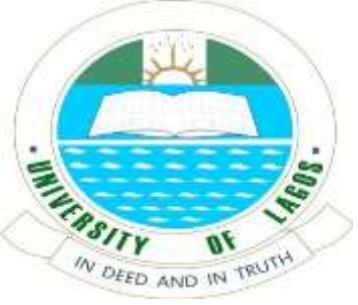


WHAT SHOULD MENTORS DO EFFECTIVELY

- **HELPING** – Develop a sense of professional self acceptance and confirmation.
- **COUNSELING** – Providing problem-solving and sounding bonds
- **FRIENDSHIP** – Giving respect and support
- **ROLE –MODELLING** – Providing identification



-



WHAT A MENTOR SHOULD DO

**D
O**

- Dedicate sufficient time for mentoring - Agree to meet at convenient times for both of you – Choose times of no external pressure or distractions
- Behave at all times as you would wish your mentee to behave
- Set performance bar high
- Be an exemplary role model



WHAT A MENTOR SHOULD NOT DO

- **Do not** discuss their mentees merits or failings with others
- **Do not** fail to keep to agreed mentoring appointments –
- **Do not** be over critical of mistakes – Use mistakes as learning experience for the mentee.
- **Do not** talk when you should be listening –
- **Do not** inhibit your mentee's capacity to think for themselves –

CONFIDENTIALITY.

BREACH OF TRUST

STRATEGIES

MENTORING IS A TWO –WAY PROCESS

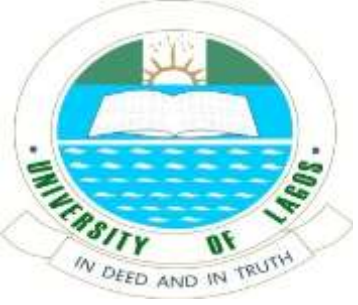
ALLOW FREEDOM



MENTOR/LEADER

Vs TORMENTOR/ BOSS

MENTOR/LEADER	TORMENTOR/BOSS
COMPASSIONATE	COLD
SAYS WE	SAYS I
INVEST IN PEOPLE	USE PEOPLE
RESPECTED	FEARED
GIVE CREDIT WHERE IT IS DUE	ONLY TAKE CREDIT
SEE DELEGATION AS BEST FRIEND	SEE DELEGATION AS ENEMY (Micromanagement)
WORK HARD	LET OTHERS WORK HARD
THINK LONG TERM	THINK SHORT TIME OR NO TIME AT ALL
LIKE COLLEAGUES AND CONTEMPORARIES	BOSSY
PUT PEOPLE FIRST	PUT RESULT FIRST
INCLUSIVE IN THOUGHTS AND ACTIONS	EXCLUSIVE IN ALL THINGS
GENEROUS	SELFISH
????????????????	????????????????



MENTOR Vs COACH

MENTORING

Focus on progress

Usually longer term

Intuitive feedback

Develops capabilities

Driven by mentee/learner

Career/business focussed

COACHING

Focus on task

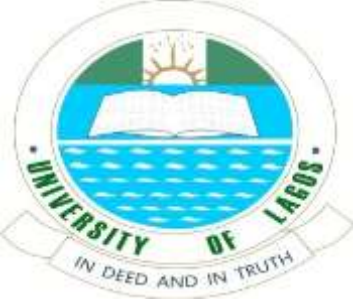
Usually short term

Explicit feedback

Develops skills

Driven by coach

Skills focussed



MENTOR – MENTEE RELATIONSHIP

- ✓ A caring relationship that encourages sharing
 - ✓ resources,
 - ✓ knowledge,
 - ✓ expertise,
 - ✓ values,
 - ✓ skills
- ✓ A win-win relationship
 - ✓ supports the confident & professional



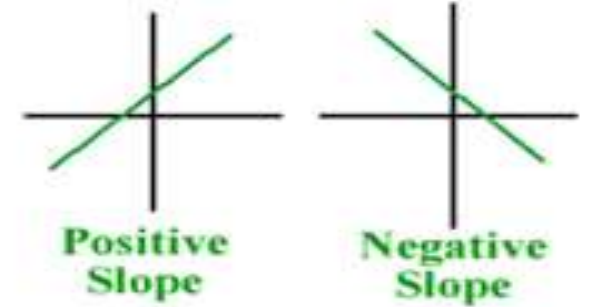
Facilitates the mentee's professional growth



BEST AND WORST MENTOR TRAITS

+

POSITIVE	NEGATIVE
HONEST	IMPATIENCE
LEADER	EGOCENTRIC/BOSSY
EMPATHY	POOR COMMUNICATION
CONFIDENCE	DISRESPECT
RESPECT	LACK OF TRUST
MOTIVATES	DISCOURAGE
INSPIRATIONAL	DETER



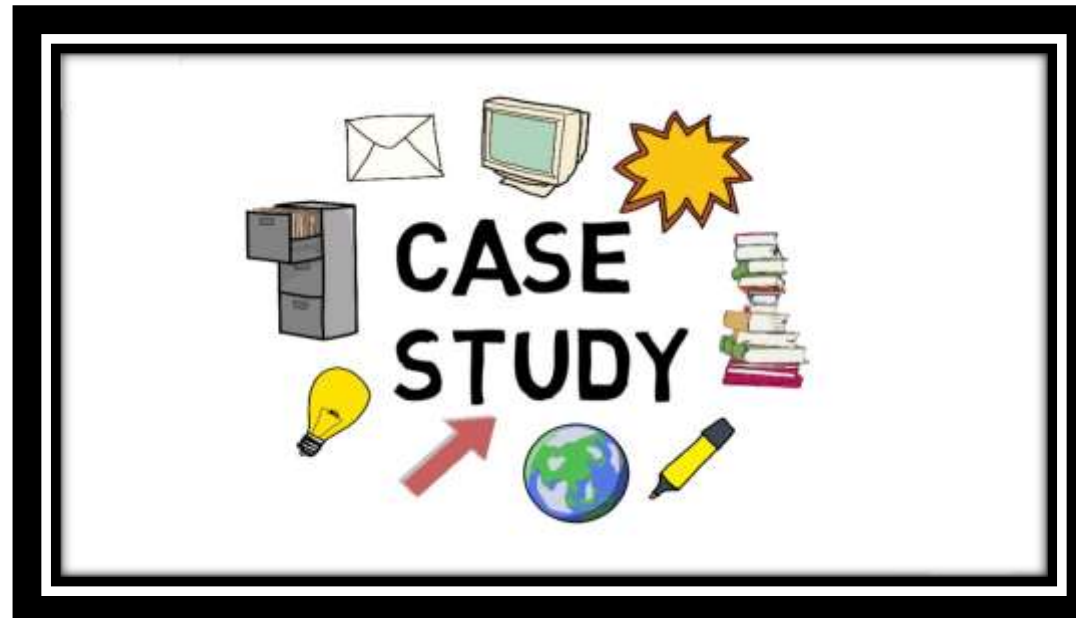
-





PERSONAL EXPERIENCES – CASE STUDY

- My personal experience with GOW/AWAE/SM – As a mentee
- My experience with HOO (ANIFA Preparatory Center) – As a mentee
- My mentorship experience with students of CBG in 2009 to date - As a Mentor





SUMMARY

Experience and Expertise

Communication and Active Listening

Supportive and Understanding

Guidance and Individualized Approach

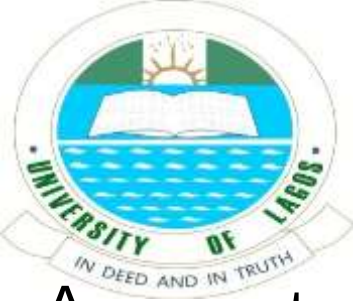
A mentor in a university plays a crucial role in the personal and professional development of students. They possess various important characteristics that help guide and support their mentees throughout their academic journey. Some key characteristics of a mentor in a university include:

Continuous Learning and Feedback

Patience and Empathy

Role Model and Inspiration

Networking and Connections



CONCLUSION

A mentor in a University should possess a combination of **knowledge, experience, empathy, and personal qualities** that enable them to :
guide, support, and inspire their mentees.

A strong mentor-mentee relationship
can have a significant impact on the
personal, academic, and professional growth
of the students/mentee

