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# How to successfully take part in an ESCO mentorship

Expert: **Prof Pierfrancesco Franco**, University of Eastern Piedmont, Novara, Italy

Expert: **Dr Fatjona Kraja**, University Hospital Center "Mother Teresa", Tirana, Albania

Discussant: **Dr Riham Abdelaziz**, Kasr Al Ainy Hospital, Cairo University, Cairo, Egypt

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# HOW TO SUCCESSFULLY TAKE PART IN AN ESCO MENTORSHIP

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# Why is Mentorship important

- Mentorship is the guidance provided by a mentor, especially an experienced person in an educational institution.
- Mentoring is to support and encourage people to manage their own learning in order that they may maximize their potential, develop their skills, improve their performance .
- The purpose of a mentor is to help you grow, this may involve helping you achieve your personal or career goals, introducing you to new ways of thinking and challenging.



## Mentor's role

- Mentors can help their mentees identify developmental objectives.
  - Often, young professionals can lack self-awareness, and may have not a good understanding of their professional strengths and weaknesses.
- Mentors can also be helpful in identifying critical skills for potential future roles for the mentee.
- Mentors can give their expertise in order to achieve the goal.



# For A Successful Mentorship

- Discuss the goals of the mentorship and why are this goals are important to you.
  - Be open minded to the new ideas from your mentor.
- Clarify your expectations
  - What you expect from the mentorship; how you have planned to achieve it; what support do you need from your mentor;
  - It is important to find a common point of interest or a topic the mentor has experience or that maybe he has plan to work on.
  - Express you level of expertise in the goal you want to achieve
  - Ask if you need a more active role from the mentor in the steps you lack the expertise.



# For A Successful Mentorship

- Help your mentor help you
  - Once you do settle on a goal for the mentorship and the scheduled meetings, you still need to specify your needs in different step of the process.
  - Are you looking for encouragement or do you need something more hands-on?
  - Are you looking for ideas and advice?
  - If you have a specific idea already, explain how you plan to execute the idea.
  - Your needs may differ from meeting-to-meeting of your mentorship.
  - The more explicit you can be, the easier it will be for your mentor to help you.

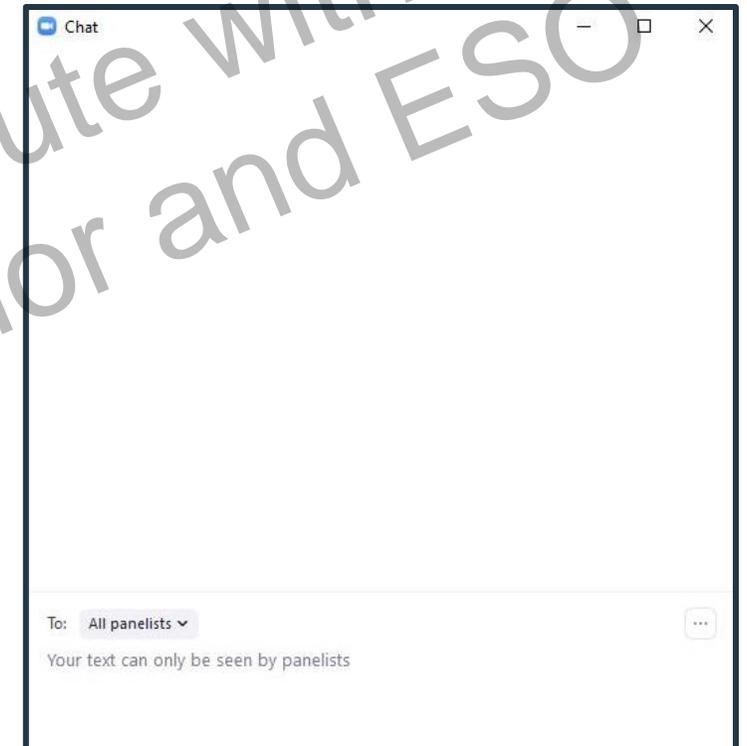
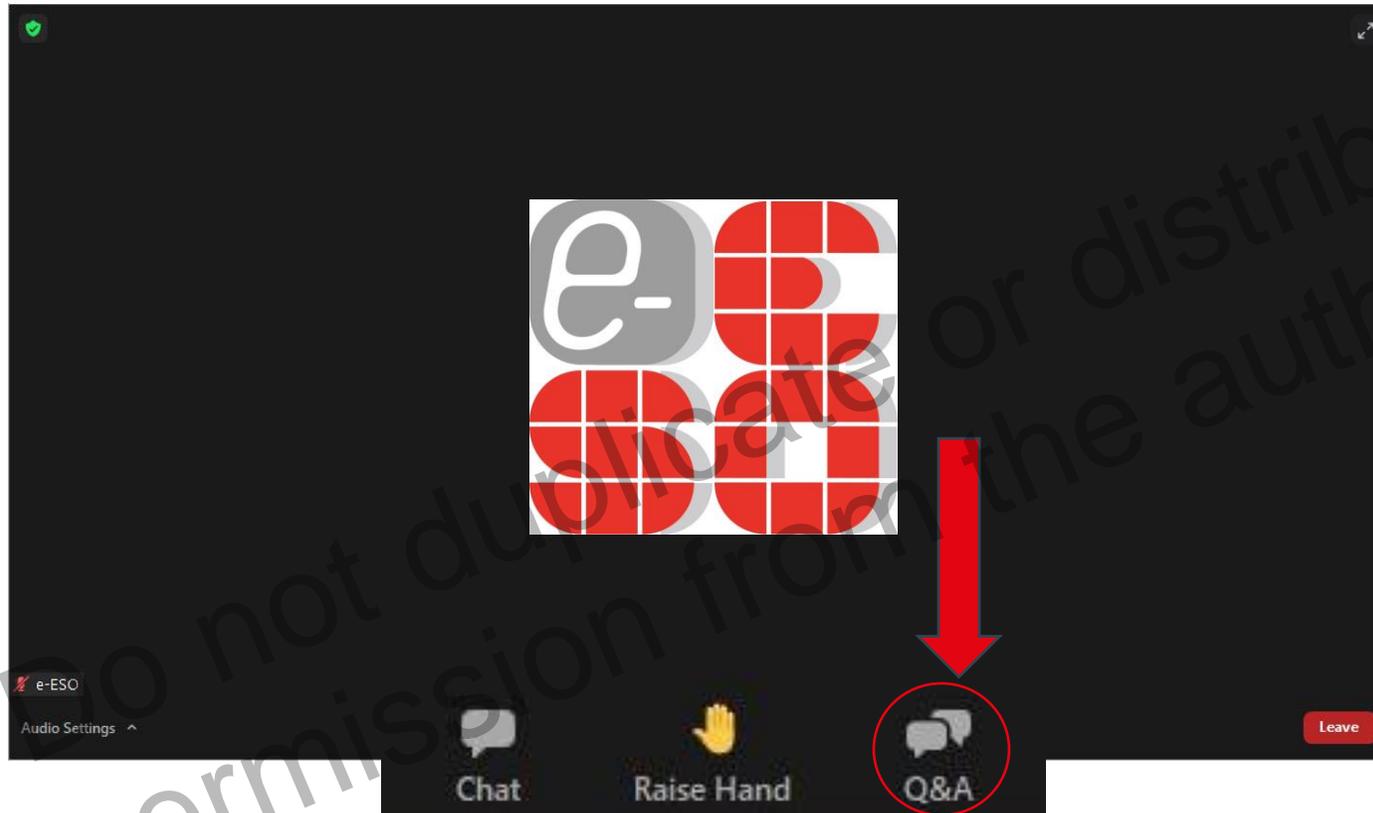


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# For A Successful Mentorship

- Logistic is important
  - Ask specifically your mentor how he likes to meet – e.g., by phone or by video.
  - If it's very different than what you prefer, compromise by mixing up the meetings.
  - Confirm the frequency of your meetings.
  - Confirm if it's okay to email or call in-between scheduled meetings.
  - Don't assume that your mentor likes to meet any specific way or frequency, always ask.



# For A Successful Mentorship

- Take the initiative in scheduling
  - In the first online meeting you might schedule a regular meeting day or frequency. e.g., last Friday of each month or you may schedule as you go.
  - Confirm with the mentor how far in advance they prefer to schedule.
- Respect your mentor's time
  - Respond timely to your mentor's email is one way of respecting their time.
  - Coming to scheduled meetings on time, sticking to the agenda are also ways to respect their time.



## For A Successful Mentorship

- Set deadline and respect them.
- Keep you mentor informed
  - Communicate if you are having problems in reaching the goals, e.g: Lack of acces in literature, lack of experience in dealinf with specific issue.
- Dedicate the year to the mentorship to grow professionally, so organise your schedule to work on the goals you have set.



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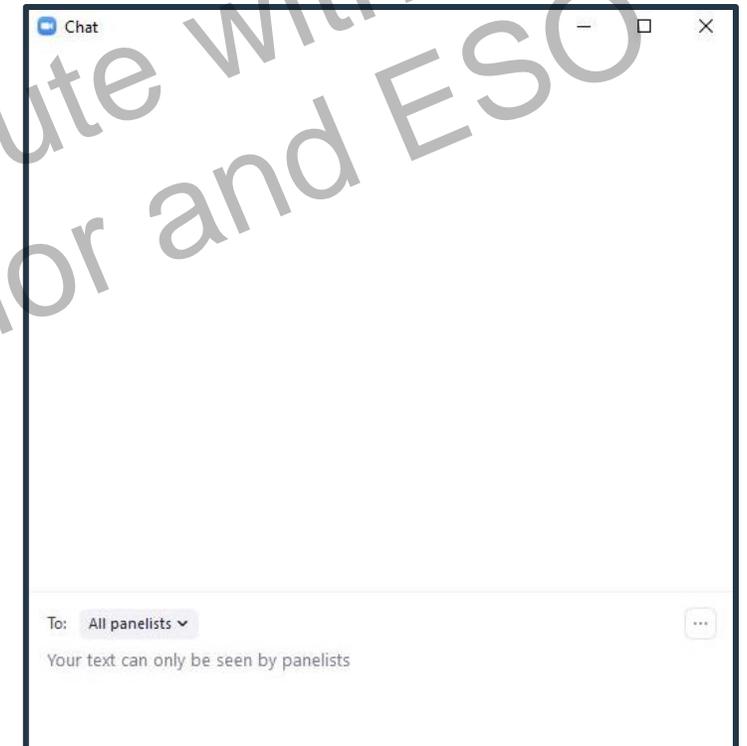
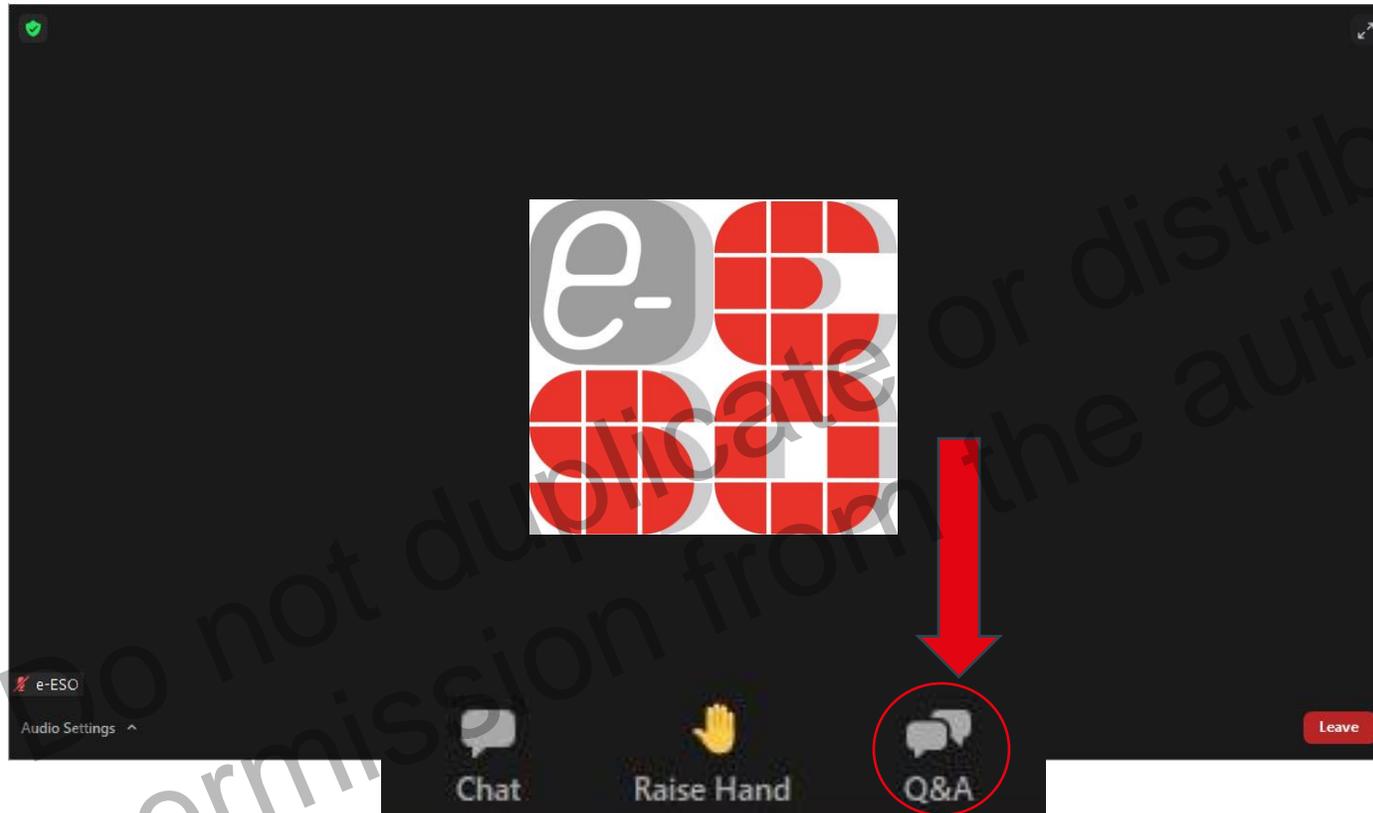


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e-ESO live session 30.03.2022

## How to successfully take part in an ESCO mentorship

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# Why mentoring?

- ✓ Mentoring is an important component of **developing and sustaining** a satisfying professional career
- ✓ Mentoring enables us to **grow, learn, transform, and accomplish goals** in education, clinical practice, or research
- ✓ Mentoring benefits individuals by building a **dynamic community** that nurtures the success of individuals as they **pursue personal and professional career goals**
- ✓ Given the complexity of academic health centers today, **faculty need a team of mentors**, each of whom can provide specialized guidance in a given area

# The process of finding a mentor

Finding mentors to meet career development needs can be an overwhelming task. Individuals will more likely require a number of mentors - a career mentor, a research mentor, or a personal life mentor.

- In order to get the most from your mentoring relationship, develop a mindset that allows you to learn from everyone around you
- Don't limit your mentors to people who look like you and think like you. Often the best mentors are those who can see many sides of complex issues and offer new lines of sight
- Effective mentors listen closely for what isn't said and ask great questions. They are curious and empathic and free from conflict of interest
- Seek mentors who are able to provide insights about your strengths and weaknesses and challenge you to move beyond your comfort zone
- Look for individuals who have skills complementary to your weaknesses. Have a frank discussion with a potential mentor about his or her skills and weaknesses
- Look for individuals around you who ask the tough provocative questions and give fair and honest feedback
- Look for individuals who can serve as your advocate and open doors to new learning opportunities, resources and career connections.
- Understand a potential mentor's national and institutional commitments
- Check for a track record of successful research funding or academic scholarship in your area of interest. Read publications for more information about a potential mentor's expertise and focus
- Consider whether multiple mentors or a team of mentors that convene together are best for your mentoring needs

# Mentoring expectations

Discuss and clarify **expectations** in your mentoring relationships to **maximize your time together** and eliminate redundant questions. By developing and agreeing upon expectations, you can minimize the chance of running into potential problems

## Clarify roles and responsibilities

- Clarify in advance whether you are seeking a **limited time commitment for a specific piece** of advice or an **ongoing relationship**. A busy mentor may be willing to help you with a single situation but would otherwise not have time for an ongoing relationship
- Clarify the **specific need or question** for which you are seeking advice at initial contact. This helps both the mentor and the mentee determine the possibility of a mutual relationship
- **Evaluate** as soon as possible whether the **fit will be good**: how hard/easy it was to meet the mentor, the value of the mentor's feedback, and the ease of interaction
- Mentors should be **realistic** about what they can do for their mentees and should help the mentees understand what kinds of assistance they can expect
- Mentors should explore what mentees need and help them develop a **productive balance between seeking help and taking on more responsibility** as they move toward independence
- Clarify expectations regarding **papers and other scholarly work**. Determine authorship on key papers up front

# Mentoring expectations

## Set realistic goals and develop a plan

Mentors can help mentees develop a set of **realistic goals and plans** (similarly to a contract).

- Work together to develop an **academic plan** that includes short-term goals, long-term goals, and a **time frame** for reaching these goals
- Agree on a time to **update progress**
- **Meet regularly** to formally discuss the mentee's progress as well as any additional training and experiences needed to achieve the defined goals
- Agree to **modify the academic plan** if necessary

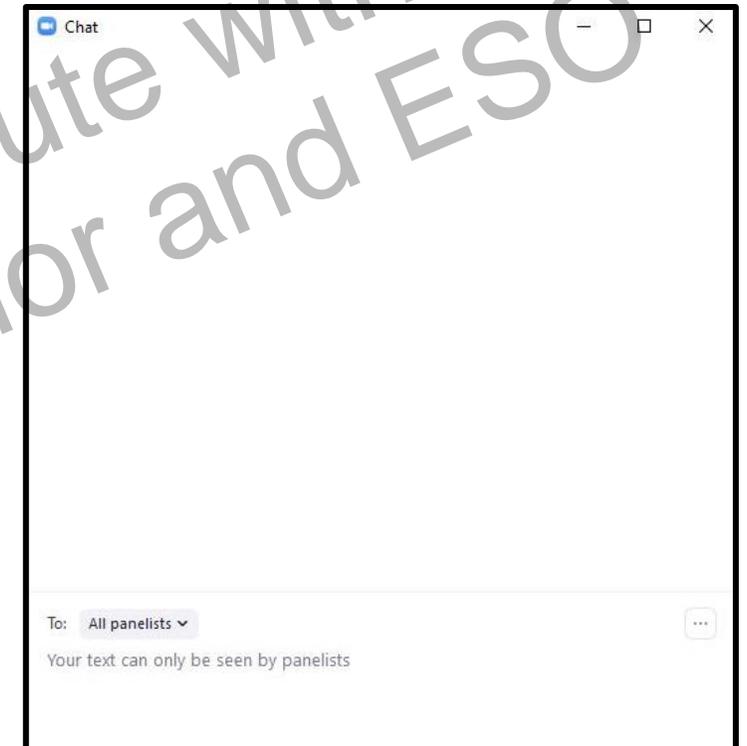
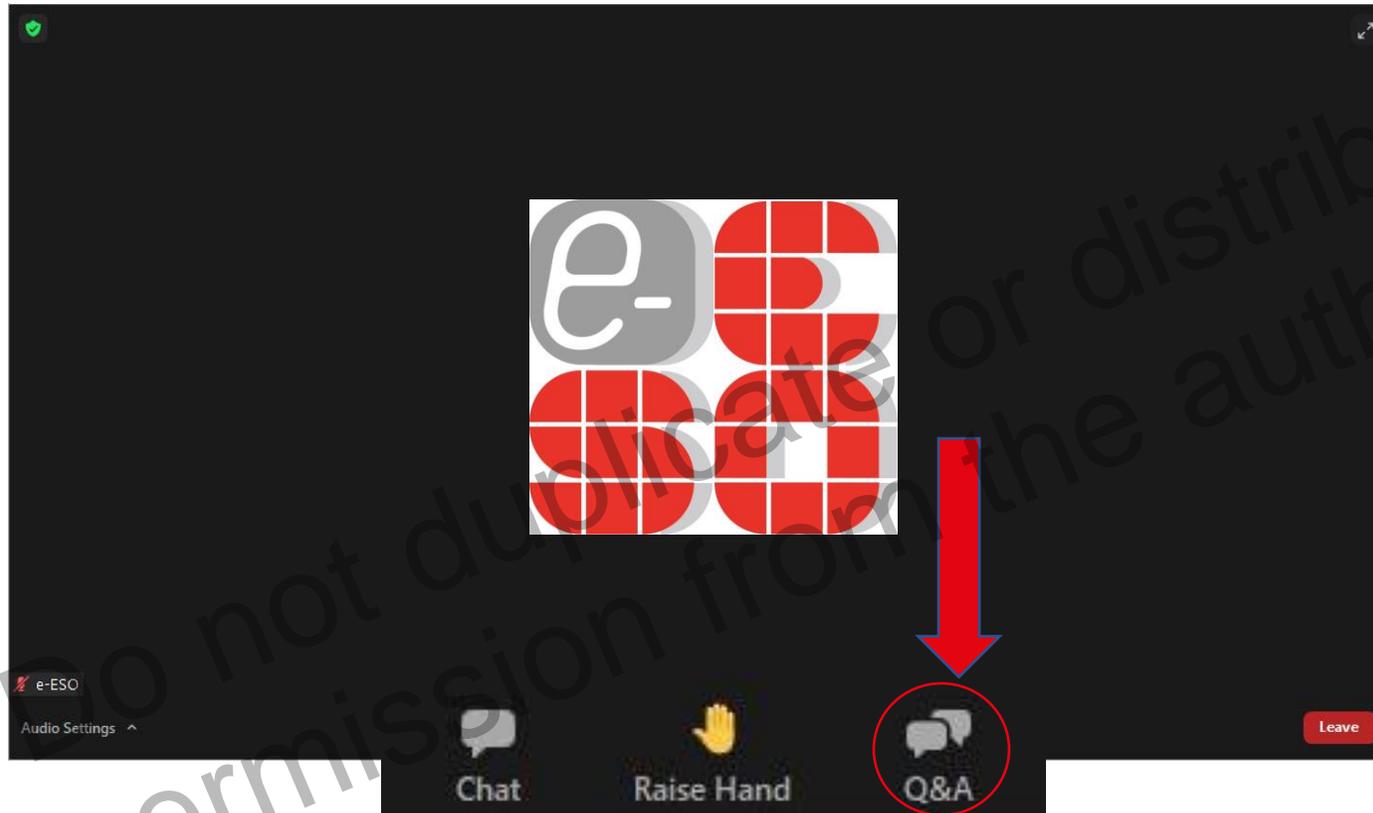
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# Why is good for a mentor?

- Mentoring can enhance **personal and professional knowledge** while teaching and learning from the mentee
- By providing guidance, support, advice, strategic feedback, and other insights to a mentee, the mentor can learn and enhance **leadership skills**
- Mentees often bring a **fresh perspective to a difficult problem**, and serving as a mentor can provide a renewed sense of purpose in meeting the challenges of leading an educational endeavor, clinical initiative or research program
- While working with a mentee, the mentor also has the opportunity to **gain a new talented colleague** - one with whom the mentor may collaborate for years to come
- Importantly, a mentor is provided with a sense of satisfaction in contributing to a **legacy of developing the next generation of creative faculty**

# Tips for mentors

- ✓ **Evaluate your skills and time**

Evaluate whether you are the right person for the role, in terms of both expertise and time. It is likely that you will be able to perform a specific mentoring function.

- ✓ **Say no, if you want to say no**

If you are contacted and feel that you are NOT the best person, suggest someone else with expertise.

- ✓ **Be available**

Be flexible about being available to your mentees. Experiment with engaging in "mentoring conversations" one at a time.

- ✓ **Be curious**

Practice conscious listening to help mentees figure out what they want. Empower them in their own careers.

- ✓ **Be courteous**

Give sufficient notice before changing meetings. Respond to emails and telephone calls promptly.

- ✓ **Be in touch**

Try to keep in touch regularly, through emails or phone.

- ✓ **Be honest about the relationship**

Clarify your role and what the mentee expects of you. Clarify your own boundaries – psychologically and in your external world. Let your mentee know if you think the relationship needs to change, pressures on your time, etc.

# Tips for mentors

## ✓ **Play a role in career advancement**

Talk about your mentee's accomplishments within the institution, introduce them to others, and recommend them for new opportunities. Empower your mentees to choose roles that require them to demonstrate skills that are requisite for higher-level positions and responsibilities. Review where your mentees are in relation to promotion and tenure (e.g., scholarship, teaching, service).

## ✓ **Help establish goals**

What do you and your mentee hope to accomplish? Set up realistic timelines for project milestones.

## ✓ **Give feedback**

Offer comments that are specific and honest, and that address strengths and positive attributes as well as areas for improvement.

## ✓ **Uphold professional standards**

Establish a relationship of respect and trust. Provide consistency of presence and temperament. Appreciate and respect the difference.

## ✓ **Get your own personal "coaching staff" in place to support you**

Consider your own needs and "put on your own oxygen mask before assisting others."



Daniele Galliano – Senza titolo 2013

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**Further information:**

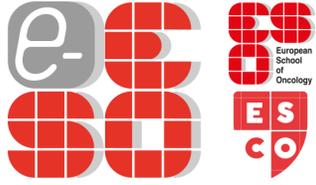
<https://www.esco.org/en/benefits/mentorship%2dprogramme/1-4926-1->

**Contact:** [college@eso.net](mailto:college@eso.net)

**Deadline to apply:**

October for the following year

Applications for 2023 open at the end of summer 2022

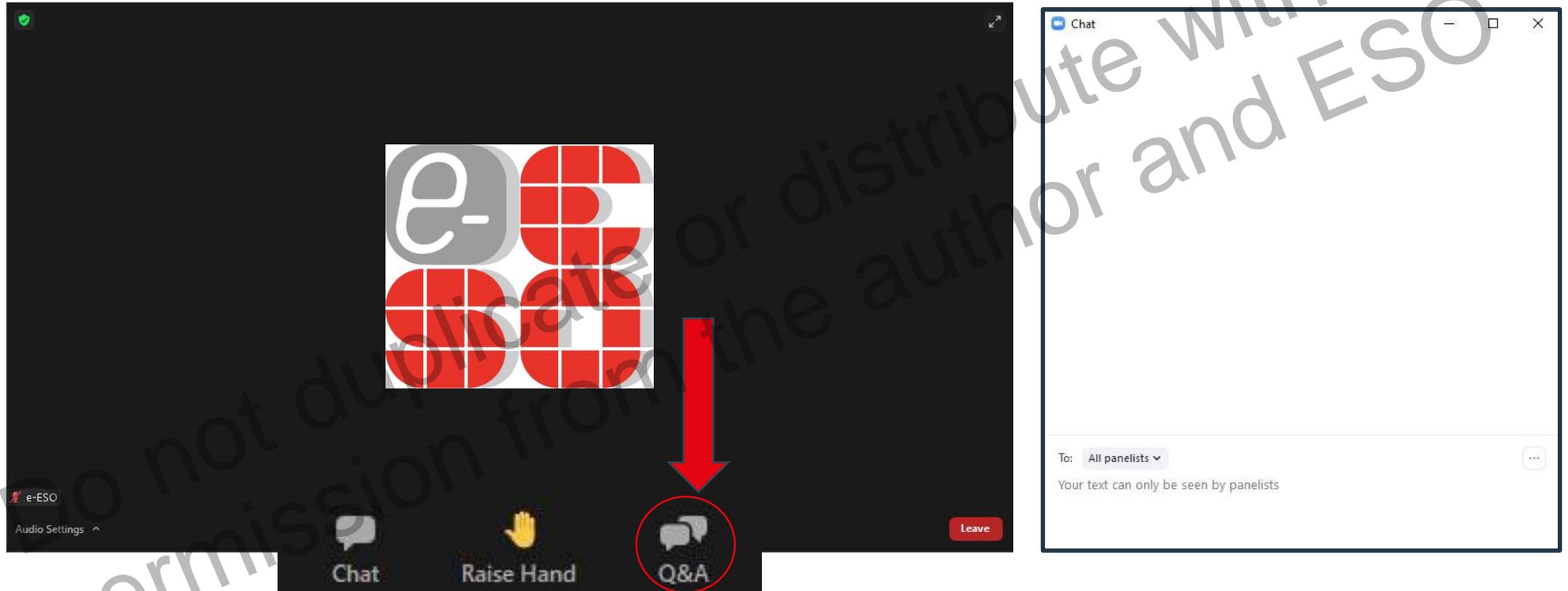


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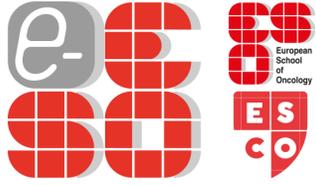


# e-Session

## Question & Answer Session



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# The next e-ESO Session

will take place on 31<sup>st</sup> March 2022, at the same time

## Next-generation hadron-therapy: Next Ion Medical Machine Study

Expert: **Dr Maurizio Vretenar**, CERN, Geneva, Switzerland

Discussant: **Dr Luca Bertolaccini**, European Institute of Oncology, Milan, Italy

### Thank you!

for participating in this

**e-session**

For additional information, please visit

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