



# ACCELERATE INNOVATION: MENTORING FOR MEDICAL INNOVATION

This initiative is organised by the ACCELERATE translational research training programme (from UCL's Academic Careers Office and Translational Research Office) in partnership with the Collaboration for the Advancement of Sustainable Medical Innovation (CASMI)



## ABOUT THE SCHEME

'Mentoring for Medical Innovation' pairs leaders in medical innovation with early career researchers to build lasting relationships in the innovation ecosystem while giving early career researchers support to pursue translational research. The 6-month, online programme is an [ACCELERATE](#) initiative in partnership with [The Collaboration for the Advancement of Sustainable Medical Innovation](#) (CASMI).

ACCELERATE is managed by the [UCL Academic Careers Office](#) in collaboration with the [UCL Translational Research Office](#) and aims to accelerate translational research capacity at UCL through training and development with a focus on technical training, skills development, and encouraging innovative thinking. The mentoring scheme aims to contribute to CASMI's effort of striving for innovative thinking and smarter innovation through mentoring the next generation of medical innovators.

### THE COMMITMENT FOR MENTORS AND MENTEES ON THE SCHEME IS AS FOLLOWS:

- Prepare for and attend one-on-one mentoring sessions: 3-6 meetings (remotely) with one mentee/mentor over a defined 6 month period. Meeting details are decided by each mentor-mentee pair.
- Attend one mentoring masterclass (remotely) at the beginning of the scheme. This interactive two hour virtual workshop gives both mentors and mentees the opportunity to strengthen and develop their practice preparing them to take part in the mentoring scheme. This session sets the expectations and rules of the mentor-mentee relationship.
- Attend the launch event: Mentee-mentor pairs are matched through an online, structured speed networking activity.

## 2020-2021 COHORT & FEEDBACK

THE INAUGURAL COHORT OF THE MENTORING SCHEME KICKED OFF IN NOVEMBER 2020 WITH 20 MENTEES & 25 MENTORS

ALL MENTEES AND MENTORS ATTENDED A MENTORING MASTERCLASS AT THE BEGINNING OF THE SCHEME TO DEEPEN THEIR MENTORING PRACTICE

THEY ALSO ATTENDED A NETWORKING EVENT TO HELP THEM DECIDE WHO THEY WOULD LIKE TO NOMINATE TO BE PAIRED WITH FOR THE SCHEME

ONCE PAIRED, THE MENTEES WERE EXPECTED TO TAKE THE 'DRIVING SEAT' TO LEAD THE MENTORING RELATIONSHIP IN KEEPING WITH THE 'DEVELOPMENTAL MODEL OF MENTORING'

THE ACCELERATE TEAM CHECKED IN WITH MENTOR-MENTEE PAIRS AT THE BEGINNING OF THE SCHEME AND PROVIDED OPTIONAL WEBINARS ON MENTORING PRACTICE THROUGHOUT

THE SCHEME RAN UNTIL JUNE 2021

## 2020-2021 COHORT & FEEDBACK

OVERALL, BOTH MENTORS AND MENTEES GAINED GREATLY FROM THE EXPERIENCE:

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“My mentor has been super helpful. They helped me to meet relevant people for my project, they helped with taking ideas to the next step. Knowing that I would meet with them in a few weeks made me feel accountable to finish tasks that I could postpone. They made me feel energised and with their support I was more resilient.” - Mentee

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“It was a great opportunity to be involved in this programme. Myself and my mentor were really well matched and my mentor helped me think and develop in new ways to be successful and progress in my research position. I am really grateful to the team for setting this up and to my mentor, thank you.” - Mentee

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“My thanks to all! Superb- and I hope that my mentee gained!” - Mentor

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“The workshops and coaching for how the mentoring relationship works were excellent.” - Mentor

## RECOMMENDATIONS

From the 2020-2021 cohort feedback, it is apparent that both mentors and mentees enjoyed the scheme, learnt a lot, and would recommend it to others. Therefore, we plan to run the scheme again, taking their positive and constructive feedback into account.

## OTHER ACTIVITIES & DISSEMINATION

We provide coaching sessions and resources on mentoring practice to enrich the 6-month experience for both mentees and mentors and we have [shared our mentoring resources on our webpage](#) with the hope that it supports the wider translational research community to instil and practise effective mentoring. The content for the resources was developed with a professional mentoring facilitator and the resources are aimed at supporting both mentees and mentors. Topics of the practical mentoring resources include 'Structuring the mentoring conversation and goal setting' and 'Differences and difficulties'. In addition, we were invited to present the ACCELERATE-CASMI mentoring scheme, as a best practice case study, at an Academy of Medical Sciences event aimed at institutions wanting to set up their own mentoring schemes (60+ attendees representing higher education, research institutions, charities, royal societies etc.).

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