

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 ACA Fellowship?

A: The AWARD Climate Action Fellowship initiative aims to increase the number of African women leading climate action that address the diverse needs of smallholders in the African agrifood systems through the design of gender-responsive climate adaptation solutions and catalyze the development of locally relevant solutions that will enhance smallholders' adaptive capacity to climate change.

Mentoring is therefore a key component of the Fellowship cycle as it serves as **an effective and a powerful tool** for career growth, knowledge transfer and professional networking. It provides talented professionals and emerging leaders with opportunities to receive guided support for career progression. Mentors share their experiences, scientific knowledge, professional networks and provide necessary support to achieve the goals set for effective capacity development.

Q: What is the mentoring model under ACA Fellowship?

A: The ACA Fellowship entails a one-year Mentoring program where mentors and mentees, at different stages (**three (3) generations of climate leaders**), develop mutually beneficial and supportive relationships around their professional and personal capacities, connecting and investing in each other.

- The first level mentoring involves the Climate Fellows and seasoned experts or development practitioners in the field of gender, climate change, and agrifood systems, known as **Mentors**,
- The second level mentoring involves Climate Fellows as Mentors to emerging women leaders for climate, known as **Mentees**.

Q: Who are the mentees and how are they selected?

A: There are two types of mentees in the ACA Fellowship:

- The competitively selected **Climate Fellows** who are from selected African countries. As they join the program, they are paired with seasoned experts/professionals (**Mentors**) carefully chosen to match the Climate Fellows' expertise and professional interests. The pairs are supported to go through a **one-year mentoring program**.
- Within the one-year mentoring program, the Climate Fellows nominates one (1) emerging woman leader (**Mentee**) working on climate change issues to mentor. The nomination process is led by the Climate Fellows with support from AWARD.

Q: Who is a potential mentor?

A: Mentors are primarily African leading experts, development practitioners or other specialists who are able to support Climate Fellows' overall professional development. Ideally, they share some similar professional interests in the agriculture, gender, climate change, agrifood systems and other related fields.

Q: How are mentors selected?

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

- The **current supervisor/direct line manager** CANNOT be considered as a potential mentor. This also include PhD supervisors.
- He/she must be an **African** with a very solid expertise and/or professional experience in the fields of agriculture, gender, climate change and agrifood systems.
- He/she **must be willing** to provide the nurturing support that will allow learning and growth both within a diverse field of research and advocacy.
- He/she should ideally **work or live within a short distance from you (geographical proximity)** to allow for an optimal mentoring relationship.
- He/she **should be available to participate with you** in the Fellowship and Mentoring Orientation Workshop that will kick-start the One-year Mentoring program.

On the basis of the criteria above and other critical factors, the selection committee assesses the nominations and recommends the selected Mentor. The pairs Mentor – Climate Fellow 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 Mentoring Orientation Workshop (MOW).

The MOW enables the duos Mentor - Climate Fellow pairs 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 together 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 Climate Fellow.

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

A: Duos mentor-mentee 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, both partners meet regularly (at least twice a month, two hours) to discuss progress, challenges and achievements against the goals set in their PRMs. This process is closely monitored by the AWARD team using different monitoring tools.

The one-year mentoring program will bring together **three (3) generations of climate leaders** to connect and invest in each other and collaboratively work on effective climate adaptation solutions and actions.

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

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

Q: How long are mentors expected to serve?

A: One year

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 ACA 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.

To this end, AWARD and its partners provide adequate support for mentors' participation in:

- Various Fellowship activities/events (training workshops, collaborative climate projects, review meetings, etc.)
- Peer to peer learning and professional support through the mentoring program
- Access to high level professional networks

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

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

A: Following the mentoring program, the pairs are invited to participate in a virtual **Progress Monitoring Meeting (PMM)** that aims to assess the overall program including review of progress and specific achievements for continued networking and collaboration. This is also an opportunity to reflect on how to sustain a platform for continued mentoring, networking and collaboration. All program participants (Climate Fellows, Mentors and Mentees) are expected to participate in the virtual PMM sessions.

In case you have additional questions, please send an email to awardprograms@cifor-icraf.org