



Info Event feM-LEAD

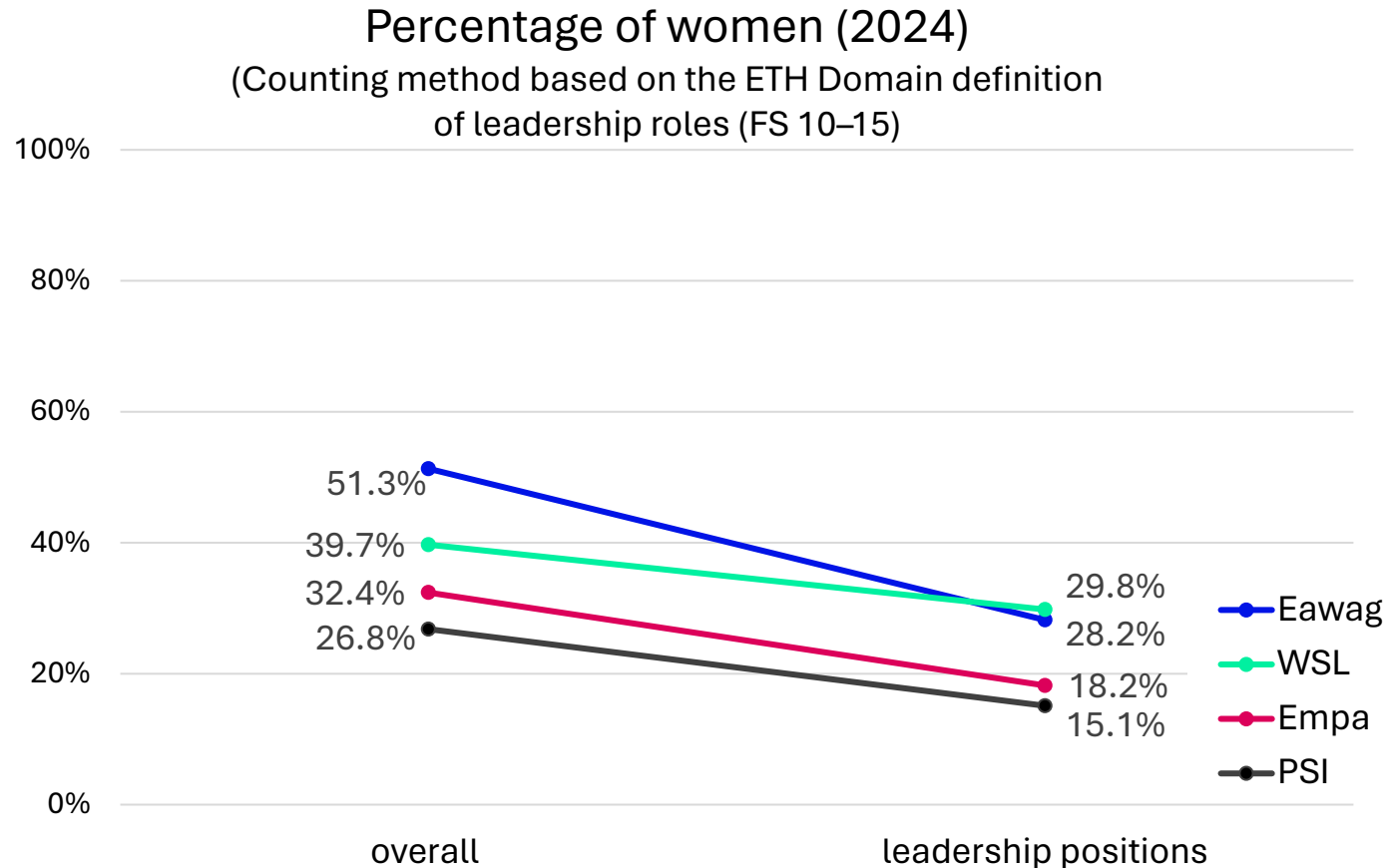
female Mentoring: Leadership for Equity And Diversity, 6. Round

Catherine Hirt, Melina Spycher :: Diversity, Equity and Inclusion PSI – Empa – Eawag – WSL
Online, 24 September 2025

Agenda

14:00 – 14:10	Introduction: What is Mentoring?
14:10 – 14:15	Embedment of the Programme
14:15 – 14:25	Structure & Content of the Programme
14:25– 14:35	Why Mentoring? (Input from Zeynep Talip)
14:35 – 14:45	Information on the Application Process
14:45 – 15:00	Q&A: Questions & Answers

Starting Point: Gender Proportion at ETH-Research Institutes



Quelle: Reporting Personalmanagement 2024

ETH-Rat:

Gender Strategy 2021–2024

The ETH Domain aims to improve the gender balance among its member institutions by increasing the share of women in education and in research, as well as in management positions.

Diversity, Equality and Inclusion: Strategy 2025–2028

Improving the gender balance in all its member institutions by increasing the share of women in education and in research, as well as in management / leadership positions and in decision-making bodies, remains a key goal.

What is Mentoring?

Introduction :: What is Mentoring?



Origin: In **Greek mythology**, a **fatherly friend of Odysseus** with the name „**Mentor**“ was the educator of his son Telemachos.

Meaning „Mentoring“ in personnel development:

A **guidance provided by an experienced person** (mentor) who **passes** on the **knowledge and experience** to a **person who is not as experienced** in this field (mentee), **arranges contacts** and **opens doors**. The aim is to **support the professional and personal development** of the mentee.

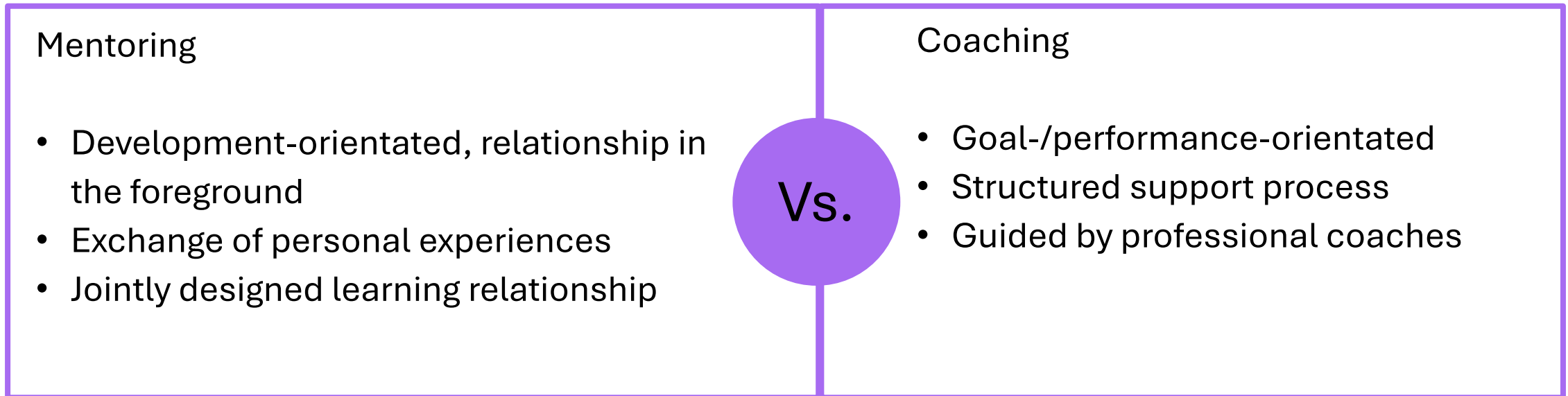
Introduction :: What needs to be considered?



- Mentoring **to promote equal opportunities** as an established measure
- The mentoring relationship is based on **trust and reciprocity**.
- There is **no competition with the regular support structures** (e.g. doctoral mother/father, manager).
- There should be **no relationship of dependence** between the mentee and the mentor.

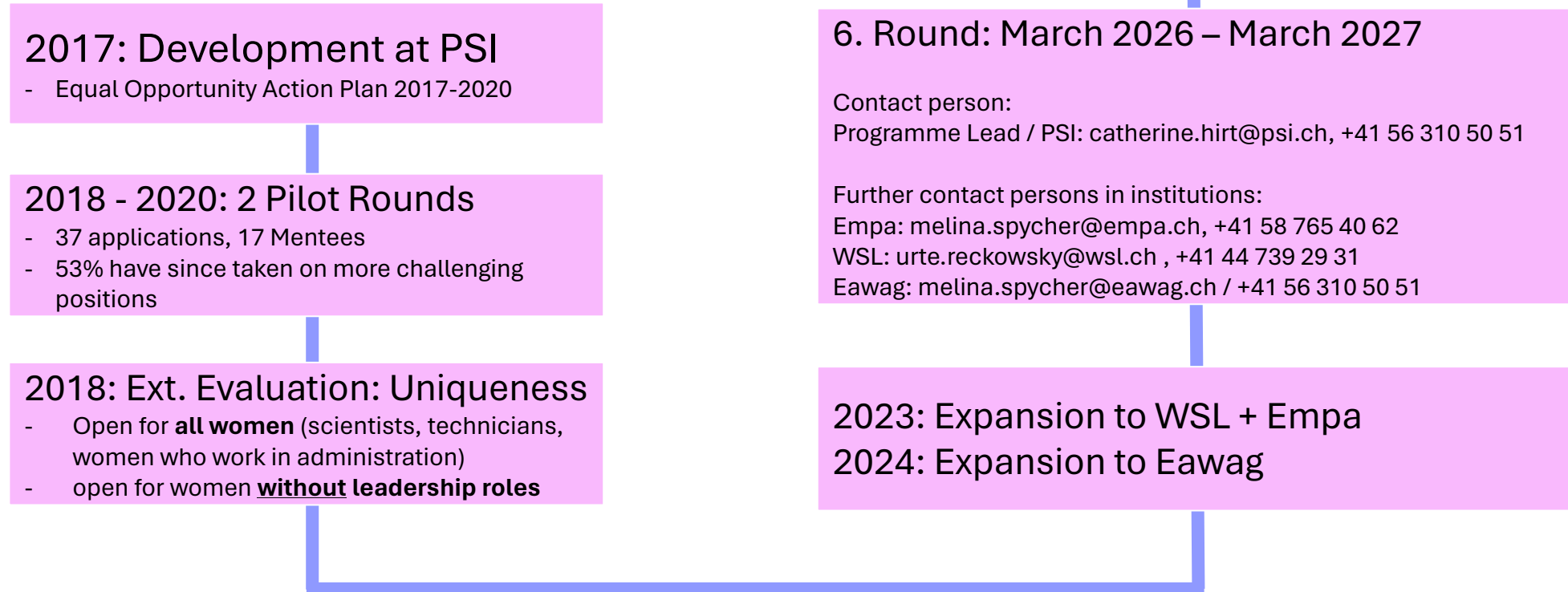
Einführung :: Unterschied zu Coaching

Both: Career development as a goal





Embedment of the Programme

Embedding: Origin and Further Development of feM-LEAD

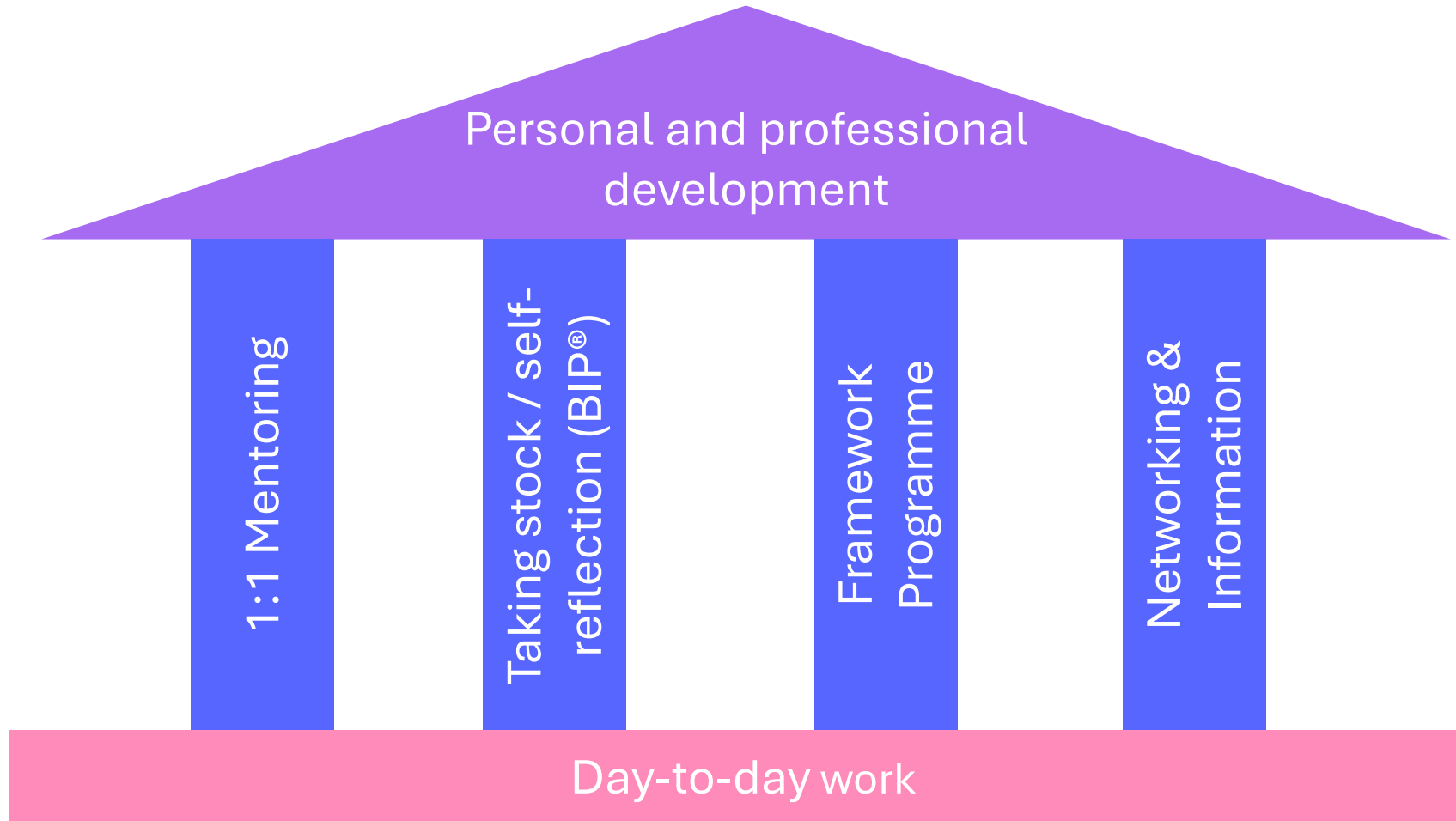


feM-LEAD :: Ziele & Inhalt des Programms

 Goals	 Questions that will be addressed
<ul style="list-style-type: none">– Increasing the proportion of women at the leadership level / in core areas– Preparing more women to assume leadership roles– Advance mentees' careers in an enriching way– Encourage mentees to engage with leadership topics	<ul style="list-style-type: none">– What does leadership mean? (in general / at my institution)– What are challenges, opportunities and important competences?– What could my personal path into such a role look like?– How can I expand my network?– What are the (unwritten) laws in the professional environment?

Structure & Content

Structure: 4 Pillars



Inhalt des Programms (Anpassungen möglich)

- We recommend approx. 6 one-to-one mentoring meetings per year
- BIP (Bochum inventory for job-related personality description) in the beginning of programme (self- & external evaluation)
- Framework Programme:
 - Three common Check-Points: Kick-Off, Intermediate Event, Closing Event
 - 1 workshop with external facilitation on leadership skill building
 - 1 course spread over the year (individual choice from approx. 5 courses from the lead campus on topics such as leadership quality, conflict management)
 - Pitching sessions "How do I pitch myself and my work in 3 minutes?"
 - Peer-Mentoring
- Networking & Information

Self-reflection with BIP® / Taking stock

Scientifically recognized instrument for self-reflection:
(Bochum inventory for job-related personality description)

Consists of 3 parts:

1. Self-description
2. External view
3. Evaluation session

- Will be kept confidential.
- May be shared with mentor, if you wish to.

Professional orientation

- Performance motivation
- Design motivation
- Leadership motivation
- Competitive orientation

Psychological constitution

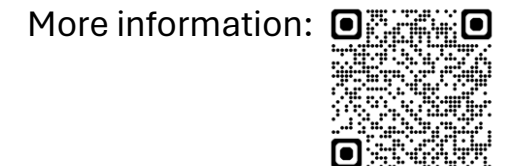
- Emotional stability
- Resilience
- Self-confidence

Social competences

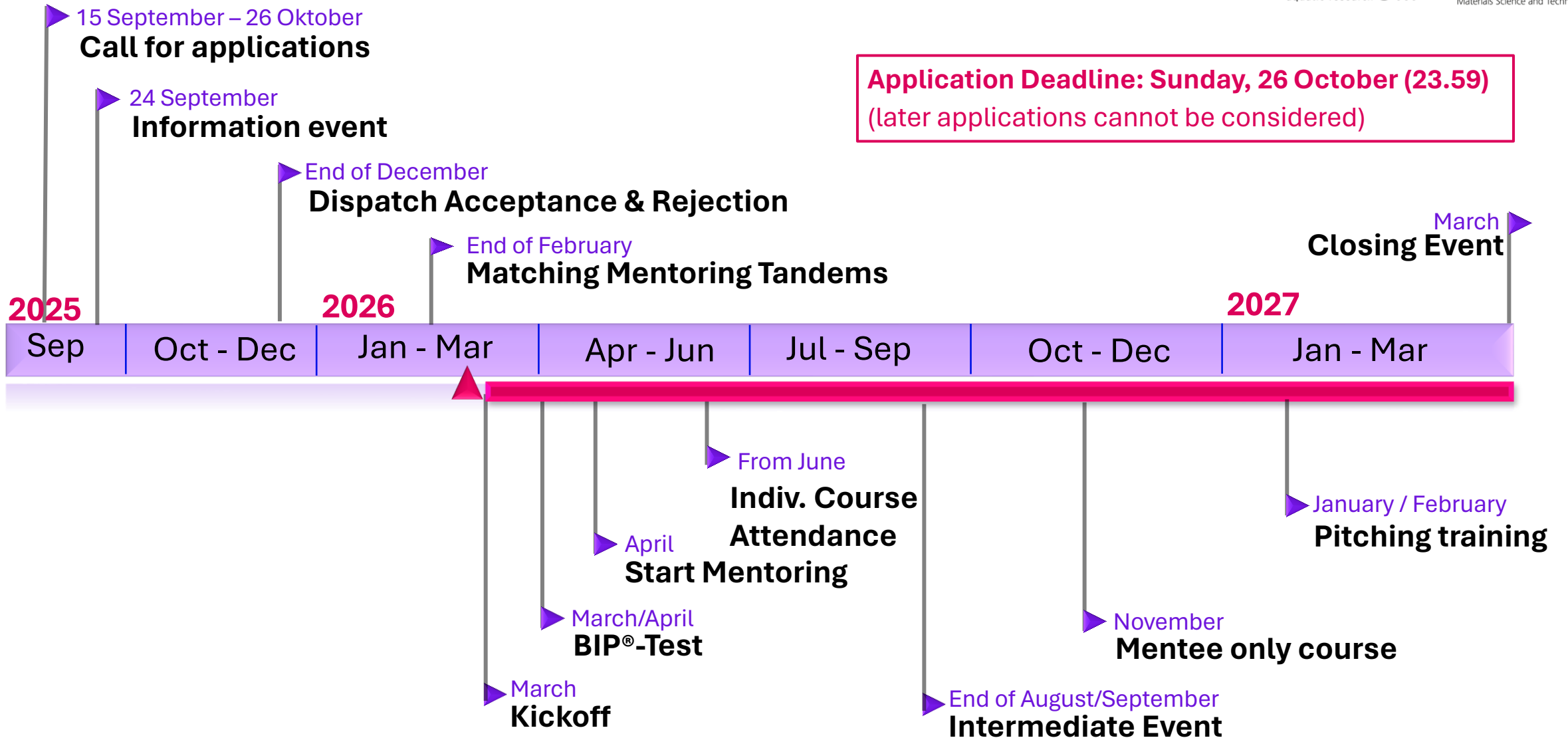
- Sensitivity
- Ability to make contacts
- Sociability
- Team orientation
- Assertiveness
- Enthusiasm

Work behaviour

- Conscientiousness
- Flexibility
- Action orientation
- Analysis orientation



Zeitplan (provisorisch)



Why Mentoring?

Zeynep Talip, Ex-Mentee

Application Process

Bewerbungskriterien :: Wer kann sich bewerben?

All women at the four ETH research institutes working in science, technology, or administration*...

- ✓ ... who **would like to take on a leadership role in the future** (at their current or another institution), or are interested in exploring this option further
- ✓ ... who **are not yet in a leadership role**
- ✓ ... who are **willing to commit time** for this on a regular basis (approx. 8 - 10 working days during one year).
- ✓ ... with (expected) **employment at PSI, Empa, WSL or Eawag** for the duration of the programme (scientists: **after postdoc level** or, at Eawag, at an equivalent level)

Free participation, with a 400 CHF fee in case of withdrawal during the programme.

*excluding interns, casual workers, apprentices

Application Process :: Documents to be submitted

Online application via: <https://form.jotform.com/252033132278348>

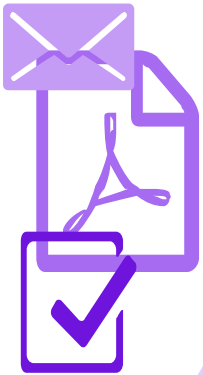
To be submitted with the online application as a PDF:

- Motivation letter
- Curriculum vitae, if academic incl. list of publications
- Confirmation form applicant and direct line manager
(available for download [here](#) or on the [feM-LEAD Webseite](#))

For matching with mentors, please indicate:

- Whether you have people as mentor of choice (you do not need to know / ask them)
- If not: preferences regarding gender, institution, mentoring relationship

Application Deadline: Sunday, 26 Oktober 2025 (23.59h)



Evaluation Criteria :: Evaluation Committee

Evaluation Criteria	Evaluation Committee
<ul style="list-style-type: none">– Quality and completeness of the documents– Motivation of the applicant (letter of motivation)– Projected positive impact of the programme on the mentee's career (is the programme right for the person at this point in time?)	<ul style="list-style-type: none">– Diverse evaluation panel composition– Evaluation is carried out within the institutions (Eawag and WSL together due to size)– If the evaluator knows the applicant, they abstain from the evaluation

→ Try to clearly describe your motivation, goals, and suitability for participating in the programme.

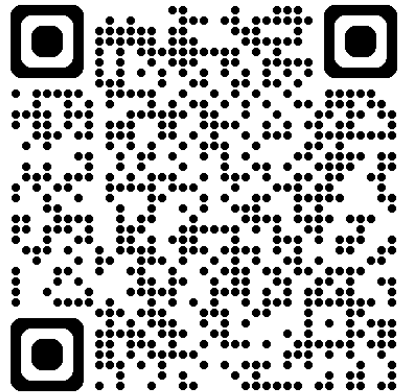
Questions?



**Thank you for your
for your attention.**

**We look forward
to your application!**

More information:



**Programme Lead
&
Contact Person PSI**



Catherine Hirt

Expert DEI
PSI – Empa – Eawag

**Programmunterstützung-/Beratung
&
Contact Person
Empa/Eawag**



Melina Spycher

Lead DEI
PSI – Empa – Eawag

Contact Person WSL



Urte Reckowsky

Diversity Coordinator /
Trusted Person WSL



Lily Watanabe

University intern