

Introducing the 'EHPS Ari Haukkala Mentoring Programme'

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As Mike Pegg said: "Great mentors provide a stimulating sanctuary in which people can take a helicopter view of their options" (The Art of Mentoring, 2005). This idea, among others, inspired an enthusiastic group of European Health Psychology Society (EHPS) members to launch the new 'EHPS Ari Haukkala Mentoring Programme'. The programme aims to support EHPS members with their research, professional and personal development. It is dedicated to Dr Ari Haukkala, an EHPS fellow who passed away in 2021. Ari Haukkala mentored, supervised and supported numerous EHPS members and was

crucial in establishing health psychology research in Finland and built research capacity internationally.

This programme will launch at the start of 2023. In this article we would like to introduce the programme and the team behind it. For recent updates, keep an eye on the EHPS website

(www.ehps.net) and the EHPS social channels (newsletter and twitter: @EHPSociety).



Dr Ari Haukkala, EHPS Fellow (1965 - 2021)

What does this programme entail?

The 'EHPS Ari Haukkala Mentoring Programme' is a programme of developmental mentoring aiming to support early and mid-career members with their research, professional and personal development by connecting mentors and mentees within the EHPS. The programme will create an online platform where prospective mentors and mentees will be formally matched by a dedicated team.

The programme uses developmental mentoring as the approach, whereby the mentor helps the mentee to discover solutions for themselves rather than providing opportunities [1]. The process is one of mutual learning; it is a developmental process for both parties and is based on experience instead of hierarchy. The role of the mentor, in general, is to help the mentee define challenges in

relation to their research, career and personal development, discuss the choices and options the mentee could take, discuss the potential outcomes of these options, help the mentee decide on a solution to take forward, and define the next steps. The mentee, however, is in the driver's seat: they should be prepared to drive the mentoring relationship forward and take ownership of their learning. They identify their development goals and needs prior to and during the mentoring sessions and decide how they will work towards them. This mentee driven approach makes the time commitment for mentors minimal. Mentors and mentees agree and commit to a schedule of meetings, prepare for meetings and undertake any agreed actions. Both also commit to maintaining the confidentiality of the relationship.

Who is it for and how does it work?

Any early or mid-career EHPS member is a prospective mentee for the programme. This includes doctoral students but also post-doctoral researchers or early career lecturers who feel they could benefit from mentoring. Prospective mentors can be any EHPS member who could support a mentee through developmental mentoring. Prospective mentors do not need to hold a senior position, as mentoring can take place at all levels. If mentors or mentees express an interest in taking part, they will complete a brief profile on the EHPS website, including the areas in which they can provide mentoring or wish to receive mentoring in. A dedicated team will check responses in terms of suitability for mentoring and try to find an appropriate match. Once the matching process takes place, the prospective mentee will be sent the profile of the potential mentor for agreement first. If a mentor and a mentee are matched, the mentoring team will support the pair by providing training and resources to stimulate a healthy and

prosperous mentor-mentee relationship.

What are the benefits of taking part?

Previous evidence suggests that participating in a mentoring programme provided mentees with access to an impartial sounding board, helped mentees to identify training needs and courses, and supported mentees in making important progress towards long-term goals, and. In the UK, the National Institute for Health Research (NIHR) mentoring scheme for clinical academics showed that perceived benefits for mentees included receiving suggestions and fresh perspectives, becoming better clinical academic leaders, greater knowledge of career opportunities and how to enhance their (inter-)national reputation [2]. Evidence suggests that mentors also find mentoring a rewarding experience through promoting new skills or affirming existing skills. Other perceived benefits for mentors include contributing to the development of their profession, fostering the next generation of researchers, developing new knowledge and skills (e.g., leadership skills), and increased job satisfaction [2, 3].

How did the programme arise?

Wendy Hardeman, Jan Keller, Anne van Dongen, and Milou Fredrix initially developed a proposal to set up an international mentoring programme within the EHPS in 2021. The proposal was met with great enthusiasm and support by the EHPS Executive Committee. These core team members had been active within CREATE, SYNERGY or the EHPS Executive Committees and had experienced a need for mentoring within the EHPS community. The team felt there was a gap in terms of supporting researchers within the EHPS, which they were excited to try to fill.

A call was put out to all EHPS members to form a Task and Finish group in order to set up and pilot the mentoring programme. Led by the President-Elect of the EHPS EC (currently David French; formerly Wendy Hardeman), the Task and Finish group now consists of Karen Morgan, Liam Knox, Jenny McSharry, Nikolett Warner, Angela Rodrigues, Gerry Molloy, Milou Fredrix, Anne van Dongen, and Jan Keller. This group oversees the development, implementation and evaluation of a pilot of the mentoring programme and will prepare for the long-term implementation of the programme.

To include the EHPS community in the development of the programme, a survey was circulated to EHPS members to assess needs and requirements for a mentoring programme. Forty-two EHPS members filled out the survey with nearly all respondents expressing an interest in taking part in the programme and an enthusiasm

for its suggested structure. The top 4 preferred topics that members would like to receive mentorship in were: 'general career development', 'writing funding grants', 'work/ life balance' and 'networking'. Topics that members would most prefer to provide mentorship were: 'presenting one's research', 'thesis writing', 'writing scientific articles', and 'general career development'. When asked what features the programme should look out for when matching mentors and mentees, 'Research Topic' and 'Skills' were seen as most important. However, many people commented that this should heavily depend on the needs and expectations of the mentee. Therefore, the programme will be conceptualized broadly and will not dictate mentoring topics beforehand.

The Task and Finish group took all the feedback of the EHPS community on board and has been working on finalising the programme ever since.



Wendy Hardeman, Angela Rodrigues, Milou Fredrix, Nikolett Warner, Jan Keller and Anne van Dongen, 6 of 10 members from the Task and Finish group, meeting in person at the EHPS conference 2022 in Bratislava

What's next and how can I sign up?

After many months of developing procedures, databases, training resources as well as considering implementation and evaluation strategies, the pilot of the programme is now nearly ready to launch.

The first prospective mentors will be recruited in December 2022. Afterwards, the programme will be opened for prospective mentees in early 2023.

If you are interested in becoming a mentor. Please sign up now via at <https://mentoring.ehps.net>

If you are interested in becoming a mentee, please keep an eye on the EHPS website and social channels for the official launch of the programme. Participants of the pilot will be asked to take part in an evaluation of the programme, to help it grow and develop.



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