

SEDA Spring Conference 2024



Session Title: Illuminating Perspectives: The Queen's Reverse Mentoring Pilot Scheme

Session Type: Lightening talk (10 mins)

Main presenter(s): Olivia Hamill and Kate McCorry, Queen's University Belfast

Co presenter(s): Olivia Hamill and Kate McCorry

Queen's University Belfast

Session Summary: Illuminating Perspectives: The Queen's Reverse Mentoring Pilot Scheme

The Queen's Reverse Mentoring Pilot Scheme introduces an innovative initiative poised to revolutionise our understanding of student experiences at Queen's University Belfast. This groundbreaking program aims to facilitate a dynamic exchange of insights between the university's staff and a diverse student body, with the ultimate goal of enhancing awareness and understanding of the challenges faced by students in their day-to-day lives. The pilot invites academic and professional staff from various roles across the university to consider becoming mentees. The mentors (students) will play a crucial role in sharing their unique perspectives on student life, educational journeys, and experiences at Queen's in Belfast.

Session Outline: The presentation will cover the inception of the pilot scheme, detailing the process of pairing students with staff. It will delve into the comprehensive training and continuous support measures implemented to guarantee a positive experience in reverse mentoring. Preliminary outcomes of the reverse mentoring, showcasing its impact on staff practices and the student experience, will be shared. Additionally, the talk will explore the integration of the reverse mentoring pilot into the broader framework of the 2023 strategy, outlining the strategic plans for its continued implementation and growth.

References: Hewlett, S. A., Rashid, R., & Sherbin, L. (2018). Why Reverse Mentoring Works and How to Do It Right. Harvard Business Review

George, J. M., & Brief, S. A. (1992). Reverse Mentoring: A Review and Agenda for Future Research. Journal of Management, 18(4), 793-810.

Rashid, S. A., & Hewlett, S. A. (2010). Reverse Mentoring: A Critical Review. Harvard Business Review.

Cavanagh, M. A., & Grant, S. A. (2018). Reverse Mentoring: A Way to Build Bridges Across Generations. Academy of Management Learning & Education, 17(4), 479-499.

Noe, R. A., & Greenberg, J. E. (2014). Reverse Mentoring: A Social Exchange Tool for Keeping the Boomers Engaged and Millennials Committed. *Organizational Dynamics*, 43(2), 168-174.

