

# MENTORSHIP PROGRAM

## *Committee Members:*

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# Presentation Outline

- Introduction
- Why ISV should have a mentorship program
- Objectives
- Mentorship
- Mentee
- Mentor



# Introduction

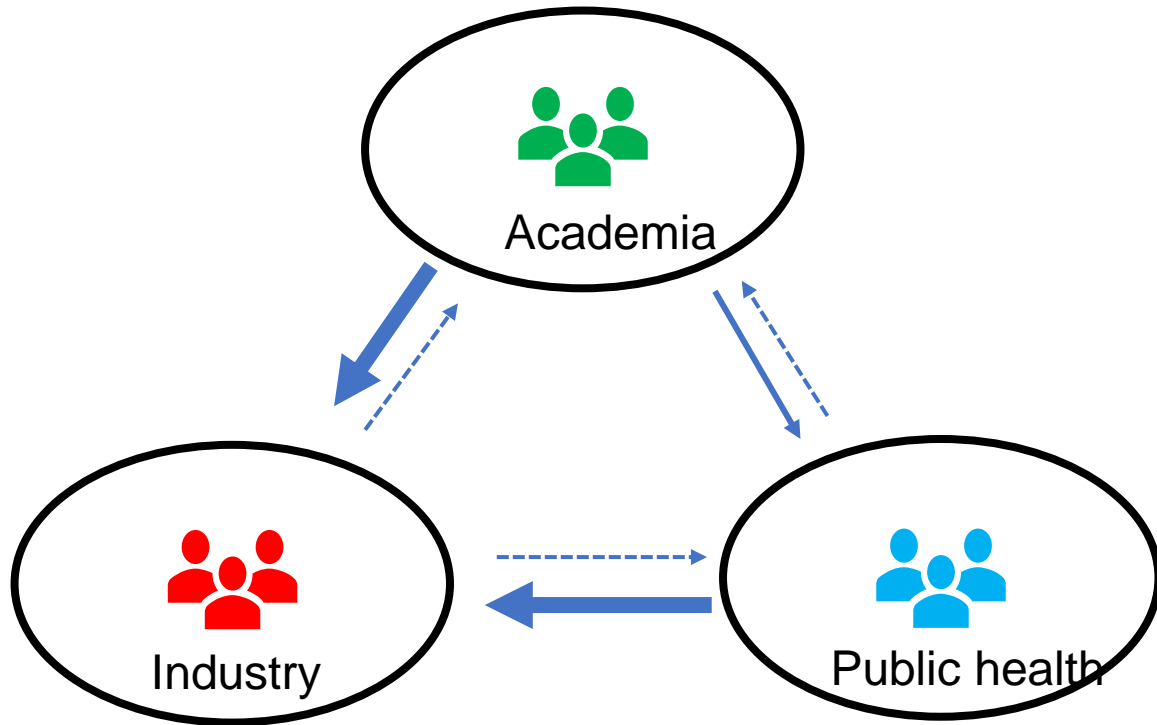
- **Vaccinology** is a relatively young and multidisciplinary scientific field
- **Multidisciplinary:**
  - Pharmaceutical/chemical sciences (formulation, adjuvants, modifications, ...)
  - Biological sciences: microbiology, immunology, cancer
- **Fundamental, applied and translational science**
  - Fundamental insights with focus on both host and pathogen/cancer (~ academia)
  - Translation to clinic
  - Translation into a product or platform (~ industry)
  - Public health and policy

***ISV brings together people with diverse scientific backgrounds in the field of vaccinology***

# **Challenge for future leaders in vaccinology**

# Vaccinologists Exist in Silos.

*How a young scientist fits into this structure can be a black box, inhibiting growth and development into leaders.*



Current communication between silos: **senior scientists**

Migration between silos:  
mainly towards industry

# Unique features of ISV

- Worldwide coverage (>< strong but regional societies AAI, ASV, ENII,...)
- Vaccinology is multi-disciplinary (>< highly specialized societies)
- Excellent coverage of different "silos"
  - academia | industry | public health/public sector
- Excellent coverage of overlapping disciplines within these silos
  - Pre-clinical vs clinical



**Stand out as a society what can be done for and by junior vaccinologists**

# Strategic positioning of ISV among other societies

- As a *global* and *professional* society that can bridge/break down the different silos for young vaccinologists
  - career guidance for junior professionals in different sectors
    - How to switch sectors
    - Testimonials from people who did it
  - available resources for travel, learning new techniques
    - Provided by society
    - Provided by other means -> provide support in application, review for junior vaccinologists
  - industry internships for academics
  - networking events at the annual meeting
- Give opportunities to underrepresented groups

# Strategic positioning of ISV among other societies

As a society that can actively help build careers for next gen vaccinologists

- *Next Generation Vaccinologists program*
  - Junior vaccinologists can apply
  - More intense mentoring (volunteers?)
- Awards (travel, presentation, professional achievement, ...)
- Specific career training (workshops on grant writing, clinical trial design, business plans, spin offs, tech transfer ...) with a focus on what can be done to collaborate between the different silos:
  - SRAs between industry and academia
  - How small businesses can be involved in grants (SBIR...)



# Focus on Junior Vaccinologists

- Should include the members of the ISV Next Generation Vaccinologist program
- Representation of the different silos and underrepresented groups
- Share experiences
- **We need to identify knowledge gaps about the other “silos”**
  - What do they want to know from each other
  - Create a safe space to discuss frustrations for situations specific to the silos
- A committee of senior ISV members will provide guidance for discussion and tasks to work around

# Overall Objectives of the ISV Mentorship Program

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- Organize mentorship between trainees and scientists from academics, biotechnology and pharmaceutical companies.
- Organize webinars from leaders in academia or biotechnology and pharmaceutical companies that spotlight leadership skills for career development.



# Mentorship

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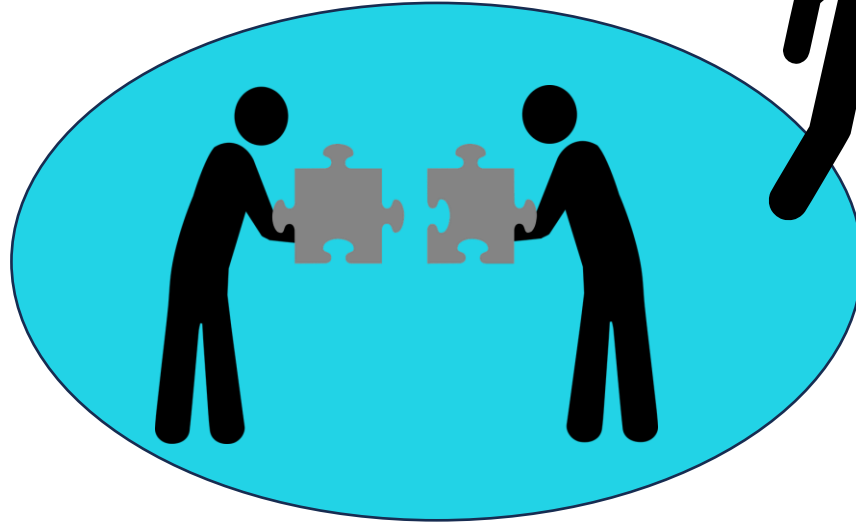
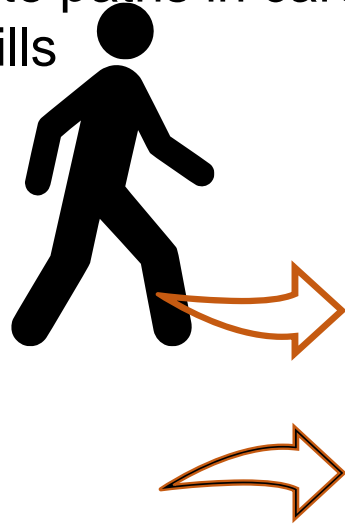
- Pass down knowledge and personal experience
- Provide guidance and feedback at important steps in career
- Help in structuring professional development activities



# ISV Mentorship Program

## Input from Mentor

- Personal experience
- Alternate paths in career development
- Soft skills



## Take aways for mentee

- Grant writing and submission
- Funding success
- Management skills
- Increased contacts outside of one's own institute
- Understanding of alternate path criteria

## ISV-Webinars

- Alternate paths in career development
- Soft skills

# Mentorship is not:

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- Mentoring is not coaching or training
- Mentoring is not a passive endeavour
- Mentoring is not therapy
- Mentoring is not a one-way street
- Mentoring is not a cure-all.

# Mentees

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## Responsibilities

- Ask **questions**
- **Discuss** professional development opportunities and create goals

## Benefits

- **Advance** in career faster and have a higher rate of promotion
- **Develop** better time management skills and productive habits
- Have higher professional **self-esteem**, job-related wellbeing, and better work-life balance
- Develop better **networking** and interpersonal skills.
- Awareness of alternative career opportunities

# Mentors

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## Responsibility

- **Share** experiences and knowledge with mentee to shape the next generation of vaccinologists
- **Reflect** on your own leadership
- **Learn** from your mentee and their unique experiences and perspectives

## Benefits

- **Satisfaction and personal development:** To be a good mentor, you need to have strong communication, listening, and interpersonal communication skills.
- **Growth opportunities:** Mentoring means being proactive. And proactive people are often more successful in their job. A body of research suggests that workplace mentors perform better at work and see greater career success.

# Type of Mentorship

Peer to peer mentorship with 1:1 meetings (Mentoring\_Guide\_Harvard.pdf)

## **The 'Guide'...**

...will often tell a story in response to question  
...will usually want to share experiences and history  
...will likely ask questions that make mentee stop and think

## **The 'Catalyst'...**

...offer a variety of ideas and will prompt mentee to share your thoughts  
...may seem to jump from topic to topic  
...offer perspectives of the firm that seem novel or unique

## **The 'Ally'...**

...make mentee feel comfortable fairly quickly  
...surprise mentee by giving very candid responses to questions  
...will be responsive to a wide range of comments

## **The 'Advocate'...**

...will likely want to know about career goals and aspirations  
...may ask about contact network and want to grow mentee circle of influence



# Stages of Mentoring Relationships

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Like most relationships, mentoring relationships progress through stages. Your formal mentoring relationship will likely reflect four developmental stages with each stage forming an inherent part of the next:

- Building the Relationship
- Exchanging Information and Setting Goals
- Working Towards Goals/Deepening the Engagement
- Ending the Formal Mentoring Relationship and Planning for the Future



# ISV will provide mentorship and mentee guidance

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## KEY MENTORING SKILLS

- Listening Actively/Asking Questions
- Building Trust
- Determining Goals
- Encouraging & Inspiring



# These are top 10 tips from another ongoing program.

The ISV Program is meant to fill a gap- **We want to hear from you**

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- Keep communications open
- Offer support
- Define expectations
- Maintain contact
- Be honest
- Actively participate
- Be innovative and creative
- Get to know each other
- Be reliable and consistent
- Stay positive!



# We want to hear from you:

Interested in participating in the **mentorship program** as mentor or mentee, or provide feedback and suggestions?

- Jean D Boyer: [Boyer.Vaccine@gmail.com](mailto:Boyer.Vaccine@gmail.com)
- Michael Schotsaert: [Michael.Schotsaert@mssm.edu](mailto:Michael.Schotsaert@mssm.edu)

Want to know more about the **ISV Next Generation Vaccinologists?**

- Martin Beukema: [m.beukema@umcg.nl](mailto:m.beukema@umcg.nl)

More on ISV: <https://isv-online.org/>

