



Co-funded by the
Erasmus+ Programme
of the European Union

Mentoring Scope Document



RestART
EUROPE

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Project Title: Mentoring Second-chance Female Entrepreneurs to Restart the European Arts and Creative Sector

Erasmus+ Key Actions 2: Strategic Partnerships

PR2. Mentoring Scope

Project Website: <https://www.restarteurope.org/>

This publication was authored collectively by the members of the RestART Europe consortium.

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Ment-Net Platform for Restarting Women Entrepreneurs in the Arts and Creative Industries

1. Introduction:

The Ment-Net platform aims to facilitate a meaningful and productive relationship between mentors and restarting women and non-binary entrepreneurs in the arts and creative industries. This scope document outlines the key aspects and success factors related to the platform's interaction between mentors and mentees.

2. Objectives of the platform:

- Establish a supportive and empowering environment for restarting women entrepreneurs in the arts and creative industries.
- Facilitate knowledge sharing, guidance, and mentorship opportunities to enhance mentees' professional development and growth.
- Foster a network of experienced mentors who can provide valuable insights and expertise to mentees.
- Promote collaboration and learning among mentors by leveraging their diverse strengths and areas of expertise.

3. Platform Features:

The Mentor-Net platform will include the following key features to facilitate the relationship between mentors and restarting women entrepreneurs:

a) Mentor Profiles:

- Mentors will create detailed profiles highlighting their experience, expertise, and areas of specialization within the arts and creative industries.
- Profiles will also showcase their previous mentoring engagements, success stories, and relevant achievements.

b) Mentee Profiles:

- restarting women entrepreneurs in the arts and creative industries can create profiles detailing their background, aspirations, and specific areas they seek mentorship in.
- Mentees will have the option to highlight their previous entrepreneurial experience and any specific challenges they may have faced.

c) Matching Functionality:

- The platform will employ a matching algorithm to pair mentors with mentees based on complementary skills, areas of interest, and goals.
- Mentees will have the ability to request a specific mentor based on their expertise and compatibility.

d) Communication Channels:

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- The platform will provide various communication channels (e.g., messaging) for mentors and mentees to interact and exchange knowledge.
 - Mentors and mentees can schedule virtual meetings, ask questions, seek advice, and discuss specific challenges or opportunities.

e) Mentor Toolkit:

- A comprehensive toolkit will be available to mentors, providing them with resources, best practices, and mentoring instruments to support their engagement with mentees.
- The toolkit includes templates, guidelines, case studies, and relevant industry insights.

4. The relationship between mentors and second-chance women entrepreneurs in the arts and creative industries, the interaction and the main success factors:

The Mentor-Net platform is designed to foster a supportive and thriving community for second-chance women entrepreneurs in the arts and creative industries. The success of this platform hinges on several critical factors that ensure meaningful and impactful interactions between mentors and mentees.

Active Engagement

Active engagement is the cornerstone of Mentor-Net. By fostering a vibrant environment where mentors and mentees consistently share insights, experiences, and knowledge, the platform becomes a dynamic hub of learning and growth.

- **Mentor and Mentee Participation:** Encouraging mentors and mentees to regularly contribute to discussions, forums, and knowledge-sharing sessions is vital. Active participation helps in building a rich repository of experiences and advice that can be beneficial for all members.
- **Collaborative Culture:** Promoting a culture that values collaboration and mutual support is essential. By creating a community where everyone is encouraged to share and collaborate, the platform nurtures a sense of belonging and collective progress.
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Tailored Support

Tailored support is crucial for addressing the unique needs of second-chance women entrepreneurs in the arts and creative industries. Ensuring that mentors are well-equipped to provide effective guidance is fundamental to the success of the platform.

- **Skilful Mentors:** It is imperative that mentors possess the requisite skills and knowledge specific to the arts and creative industries. This enables them to provide relevant and practical advice that can help mentees navigate their entrepreneurial journeys.
- **Mentor Training Programs:** Offering comprehensive training programs and resources for mentors is essential. These programs should focus on enhancing mentoring capabilities, including effective communication, problem-solving, and empathy, to ensure mentors can provide the best possible support.

Clear Communication

Clear and effective communication is vital for building strong mentor-mentee relationships. Establishing robust communication channels and guidelines facilitates seamless interactions and helps in addressing challenges promptly.

- **Communication Channels:** Providing well-defined communication channels, such as messaging systems, video calls, and discussion forums, ensures that mentors and mentees can connect easily and efficiently.
- **Transparency and Openness:** Encouraging open and transparent communication helps in building trust. By addressing challenges openly, sharing progress, and celebrating achievements together, mentors and mentees can foster a positive and productive relationship.

Continuous Improvement

Continuous improvement is key to maintaining the relevance and effectiveness of the Mentor-Net platform. Regularly collecting and incorporating feedback from users helps in refining the platform and its features.

- **Feedback Mechanisms:** Implementing regular feedback mechanisms, such as surveys and feedback forms, allows mentors and mentees to share their experiences and suggestions. This helps in identifying areas for improvement and addressing any issues that may arise.
- **Adapting to Evolving Needs:** By actively incorporating user feedback and suggestions, the platform can evolve to meet the changing needs of its users. This ensures that the platform remains a valuable resource for second-chance women entrepreneurs in the arts and creative industries.

The Relationship Between Mentors and Second-Chance Women Entrepreneurs

The relationship between mentors and second-chance women entrepreneurs is built on trust, respect, and mutual growth. Mentors provide valuable guidance and support, helping mentees to rebuild their careers and pursue their passions in the arts and creative industries. This relationship is characterized by:

- **Empowerment:** Mentors empower mentees by helping them recognize their strengths, overcome challenges, and build confidence in their abilities.
- **Personalized Guidance:** Tailored advice and support cater to the individual needs of each mentee, helping them to achieve their specific goals and aspirations.
- **Mutual Learning:** Both mentors and mentees benefit from the relationship. Mentors gain new perspectives and insights from their mentees, while mentees receive invaluable knowledge and guidance from experienced professionals.

In conclusion, the success of the Mentor-Net platform is driven by active engagement, tailored support, clear communication, and continuous improvement. By fostering strong mentor-mentee relationships and creating a supportive community, the platform can significantly impact the careers of second-chance women entrepreneurs in the arts and creative industries.

5. Guidelines for Ethical Conduct and Prevention of Abuse:

Respectful and Professional Interactions:

Treat all mentors and mentees with respect, professionalism, and courtesy.

Maintain open and honest communication while refraining from any form of discrimination, harassment, or disrespectful behaviour.

Ensure that discussions and interactions focus on professional topics related to mentorship and entrepreneurship.

Guidelines for Sensitivity and Open-Mindedness:

Cultural Sensitivity:

Emphasize the importance of cultural sensitivity and understanding in all interactions. Encourage mentors to be open to diverse perspectives, cultural differences, and individual experiences.

Foster an inclusive environment that respects and values cultural diversity.

Receptiveness to Diverse Perspectives:

Encourage mentors to listen actively and be receptive to mentees' ideas, opinions, and viewpoints.

Foster an environment that encourages constructive dialogue and exchange of different perspectives.

Avoid making assumptions or stereotypes based on cultural, ethnic, or personal backgrounds.

Inclusivity and Support:

Promote an inclusive and supportive environment where all participants feel valued and included.

Encourage mentors to provide guidance and support tailored to the specific needs and aspirations of their mentees.

Foster a collaborative atmosphere that encourages knowledge sharing and mutual learning among mentors and mentees.

By adhering to these guidelines, users can create a respectful, inclusive, and supportive environment within the Ment-Net platform, enhancing the overall mentorship experience for all participants.



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