



2024-2025 E-Buddy Initiative for IE Scholars in the UN System

Program Description

The E-Buddy Initiative with UN emerging leaders *in the UN System* is an activity launched within the framework of collaboration between the UN System Staff College (UNSSC) and IE University.

We view mentoring as a dynamic partnership between two individuals aimed at supporting and driving professional development. It is grounded in mutual respect, trust and integrity. This interaction focuses on the cornerstones of mentoring relationships: self-reflection, building trust and confidentiality.

The aim of the sessions of the program is to facilitate the interaction of IE students in the Bachelor of International Relations (BIR) with young UN professionals seeking an international career in international organizations or in the international field. Through this initiative, IE University and UNSSC aim to empower UN staff to enhance their leadership competencies and skills by actively mentoring students as they navigate career paths, hence cultivating leadership values in practice.

The program aims to enrich the mentor-mentee relationship, providing both mentors and mentees with tools and insights to make the program more meaningful and impactful. Through guided reflection, active group exercises, and structured mentor-mentee practices, participants will strengthen their self-awareness, communication skills, and decision-making abilities.

Learning Objectives

- Clarify Personal Values and Strengths: Empower mentors and mentees to identify and utilize their core values and strengths for personal and professional growth.
- Explore Professional and Personal Aspirations: Support mentees in identifying their unique motivations and aspirations, with mentors guiding this discovery process.
- Develop Effective Decision-Making Skills: Equip both mentors and mentees with the skills to make thoughtful, values-driven decisions
- Build Meaningful Connections: Foster authentic relationship-building, active listening, and communication for ongoing professional networks.

Syllabus and Schedule

Group Session 1 –

When: Wednesday, January 29, 14:00-16:00 pm CET

Who: Mentors, mentees and instructor

1. Introduction to the Program:
 - 1.1. Program overview, goals, and structure.
 - 1.2. Mentoring approach and expectations for participants.
2. Understanding Mentorship
 - 2.1. Defining what mentoring is and isn't.
 - 2.2. Establishing mentor and mentee roles and boundaries.
3. Exploring Core Values
 - 3.1. Identifying values as guiding principles.
 - 3.2. How values influence personal and career decisions.
4. Reflection & Dialogue: Reflection on personal values to bring into the mentor-mentee relationship.
5. [Worksheet: Values Exploration: Explained at the end of the session as a reflection tool for mentors and mentees to use together before the next group session.](#)

Resources:

- TED Talk: “Know Your Worth, and Then Ask for It” by Casey Brown – Exploring the importance of self-value in professional settings.
- Article: “How Knowing Your Core Values Can Enhance Decision-Making” – Overview of the role of values in guiding life choices.
- Interactive Tool: Personal Strengths Assessment VIA Character
- Mentor Handbook: https://hr.un.org/sites/hr.un.org/files/Mentor-Handbook-05_0.pdf
- Mentee Handbook: https://hr.un.org/sites/hr.un.org/files/Mentee-Handbook-06_0.pdf

Individual Session 1 –

When: to take place between Wednesday 29 and February 24

Who: Mentor and mentee

The session will focus on how to apply in practice the [worksheet provided in point 5.](#)

Group Session 2 –

When: February 24, 14:00-16:00 pm CET

Who: Mentors, mentees and instructor

1. Recognizing Peak Moments
 - 1.1. Exploring characteristics of peak performance and engagement.
 - 1.2. Insights into environments and tasks that foster one's best self.
2. Activating Strengths
 - 2.1. Identifying key strengths within peak experiences.
 - 2.2. Applying this understanding to career goals and growth areas.
3. Active Listening & Effective Communication
 - 3.1. Exploring the principles of active listening.
 - 3.2. Practicing conversation techniques to build trust and understanding in mentoring.
4. Reflection & Dialogue: Personal reflection on peak experiences and communication strategies for mentor-mentee discussions.
5. [Worksheet: Peak Potential: Explained at the end of the session to guide mentor-mentee discussions on strengths and communication skills before the next group session.](#)

Resources:

- TED Talk: "10 Ways to Have a Better Conversation" by Celeste Headlee – *Tips on improving conversations and listening skills.*
- TED Talk: "The Pursuit of Happiness" by Tal Ben-Shahar – *Insight on living in alignment with one's peak potential.*
- Video: "Finding Flow: The Psychology of Engagement" by Mihaly Csikszentmihalyi – *On how flow states contribute to peak potential.*
- Mentor Handbook: https://hr.un.org/sites/hr.un.org/files/Mentor-Handbook-05_0.pdf
- Mentee Handbook: https://hr.un.org/sites/hr.un.org/files/Mentee-Handbook-06_0.pdf

Individual Session 2 –

When: to take place between February 25 and March 23

Who: Mentor and mentee

The session will focus on how to apply in practice the [worksheet provided in point 5.](#)

Group Session 3 –

When: March 24, 14:00-16:00 pm CET

Who: Mentors, mentees and instructor

1. Sources of Inspiration
 - 1.1. Identifying people, stories, or events that spark motivation.
 - 1.2. Recognizing inspiration as a driver for goal alignment.
2. Sustaining Motivation
 - 2.1. Exploring practical ways to cultivate inspiration and stay connected to values.
 - 2.2. Discussing the mentor's role in supporting sustained motivation.
3. Reflection & Dialogue: Reflection on personal sources of inspiration and strategies to stay motivated.
4. [Worksheet: Inspirations and Motivations: Introduced at the end of the session to encourage mentor-mentee discussions on personal sources of inspiration before the next group session.](#)

Resources:

- Video: "The Power of Purpose and Passion" by Simon Sinek – A motivational exploration of finding purpose.
- Mentor Handbook: https://hr.un.org/sites/hr.un.org/files/Mentor-Handbook-05_0.pdf
- Mentee Handbook: https://hr.un.org/sites/hr.un.org/files/Mentee-Handbook-06_0.pdf

Individual Session 3 –

When: to take place between March 25 and April 20.

Who: Mentor and mentee

The session will focus on how to apply in practice the [worksheet provided in point 4.](#)

Group Session 4 –

When: April 21, 2:00-4:00 pm CET

Who: Mentors, mentees and instructor

1. Building Meaningful Connections
 - 1.1. Exploring principles of authentic networking and relationship building
 - 1.2. Developing long-term professional and personal connections.
 - 1.3. Recognizing inspiration as a driver for goal alignment.
2. Aligned Decision-Making
 - 2.1. Making value-driven decisions for career and life paths.
 - 2.2. Learning about tools for confident and reflective choices
3. Closing Feedback and Reflection
 - 3.1. Reflecting on insights gained and overall program impact.
 - 3.2. Discussing feedback on the program and next steps for the mentor-mentee relationship

Resources:

- *Ted Talk: “Making Good Decisions” by Sheena Iyengar – Insight into value-driven decision making.*
- *Video: “Building Your Professional Network” by Reid Hoffman, Guidance on forming authentic connections.*
- *Mentor Handbook: https://hr.un.org/sites/hr.un.org/files/Mentor-Handbook-05_0.pdf*
- *Mentee Handbook: https://hr.un.org/sites/hr.un.org/files/Mentee-Handbook-06_0.pdf*

Other information

- Mentors and mentees will have access to a shared folder where the materials of the sessions will be uploaded .
- Group sessions will be recorded. Individual mentoring sessions will not be recorded but their occurrence will be registered by the mentors in a template on the shared folder.
- All sessions will take place through the following Zoom link:
<https://ieuniversity.zoom.us/j/94238191531>
- It is required to attend at least 3 out of 4 Group sessions of the course, and to hold at least 2 out of the 3 individual sessions to get the certificate of completion.
- Upon successful completion of the course, mentors and mentees will receive a certificate of completion issued by the IE University.

BIO PROFESSOR

Leticia Martínez Prado is a psychologist and coach at MindPlace Center, she also works as adjunct professor at IE. After receiving training as a Coach and obtaining a Masters in Clinical Psychology, she started working as a therapist and coach as Head of In-company services, helping clients to prepare job interviews, career changes and the development of soft skills and designing training in the fields of neuroeducation, neuro-leadership, creativity and mentorship programs for diverse organizations. As a professor, she teaches Psychology in the Workplace, Intercultural Communication, and Personality Psychology at Syracuse University and the University of Minnesota. At IE University, she teaches Coaching and Counseling and Behavioral Interventions and New Technologies and Wellbeing.