

STARTIN9

Mentorship program 2024-25

Mentee handbook

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Introduction

Dear mentee,

Welcome to **STARTIN9 Mentoring Program**. This mentorship program is for entrepreneurs who are starting a new business, or those who want to become an entrepreneur. It aims to support aspiring and novice entrepreneurs by matching them with more experienced entrepreneurs. It is also an opportunity for you to connect with the online community and expand your professional network as a mentee.

This handbook provides an overview of how to approach your participation in the mentorship program as a mentee. You are recommended to read it before the first meeting with your mentor and revisit it as often as you wish. We hope it can help you navigate the mentoring sessions with your mentor in a structured and effective manner. At any point during the mentorship program, you can contact us at contact@startin9.com to ask for advice, voice a concern, or tell us about your progress. We thank you for being a part of the STARTIN9 mentorship program, and we wish you a fulfilling experience.

Regards,
Aki Lau - Founder of STARTIN9

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Introduction

Benefits for mentees

Mentoring is a relationship between two people aimed at professional growth. It is based on mutual respect, trust, and integrity. Having a mentor as an entrepreneur provides numerous benefits that can significantly impact your business journey.

Some benefits we hope you will gain from this program include:

- **Expert Insights and Knowledge:** Mentors bring a wealth of experience and knowledge, helping you navigate the complexities of running a business.
- **Improved Focus:** Regular check-ins with a mentor can keep you accountable and focused on your goals.
- **Constructive Feedback:** Mentors provide valuable feedback, helping you improve and avoid costly mistakes.
- **Expanded Network and Resources:** Mentors often have extensive networks, which can open doors to new opportunities and resources. You can also connect with other mentors and mentees from the mentorship program by joining our LinkedIn group.
- **Boosted Confidence and Motivation:** Having a mentor's support can increase your confidence and motivation, especially during challenging times on your entrepreneurial journey.
- **Objective Perspective:** Unlike friends or family, mentors offer an objective viewpoint, helping you make more informed decisions.
- **Personal Growth:** Mentorship can drive you to think differently and grow personally and professionally.

Introduction

What mentoring is and isn't

As a mentee of our mentorship program, it is important for you to understand what constitutes a mentoring relationship before meeting your mentor. Here are the definitions of a mentoring relationship:

Mentoring is ...

- Collaborative relationship based on mutual respect
- Supportive form of development tool
- Knowledge-sharing opportunity
- Honest and specific knowledge-sharing
- Networking opportunities



Mentoring is not ...

- Replacement for formal development
- Make decisions for the mentee seeking advice
- Solution for immediate problems
- A guarantee of success
- Therapy or counselling
- Coaching or training



Structure

STARTIN9 offers two programs every year – one during the autumn and one during the spring. Each program lasts for 4 months, and participation requires a commitment of at least 4 hours in total (One 1-hour online meeting for each month). Since you participate digitally, you are welcome to apply regardless of where you live. Here is the structure of the mentorship program:

Duration

4 X 1hr sessions

Format

Online meetings

Cost

Free

OCT

Session 1: Introduction & goal setting.

Nov

Session 2: Skill development & knowledge sharing.

Dec

Session 3: Progress review & feedback.

Jan

Session 4: Future planning & wrap-up.

Session 1: Introduction and goal setting

During the first session, mentors and mentees are recommended to begin with self-introduction and set goals together. Mentees should be proactive in setting goals while mentors should provide suggestions on the goal setting and action plan for achieving those goals. Your goals should be related to your personal growth or business as a mentee. This helps in aligning everyone's expectations and provides a clear direction for the rest of the mentorship program.

Session 2: Skill development and knowledge sharing

This session focuses on building the necessary skills and sharing knowledge. Mentors are expected to share their knowledge with mentees and answer their questions about entrepreneurship. Mentors can share their insights, theoretical knowledge, experiences, or best practices in specific industries. Mentors can also provide suggestions on building any necessary skills for the mentees to achieve their goals. Mentees are encouraged to ask questions and update their mentors about the process of achieving their goals.

Session 3: Progress review and feedback

This session is dedicated to assessing the progress made so far and providing constructive feedback. Mentees will reflect on their achievements and challenges since the start of the program. Based on the mentor's feedback, mentees will adjust the action plan with their mentors to ensure continued progress.

Session 4: Future planning and wrap-up

The final session focuses on planning for the future and wrapping up the program. Mentors will help create action plans for how mentees will apply the skills and knowledge gained in their future endeavors. This includes setting long-term goals and identifying resources or support needed. This session will mark the end of the mentorship program.

Guidelines for mentees

STARTIN9 believes that it is beneficial for everyone to have a supportive mentor to guide them in their entrepreneurial journey. In order to maximise the benefit of the mentorship program, here are some tips for you as a mentee:

Preparation

- Define your goals and expectations.
- Prepare questions and topics for discussion.

Engagement

- Be proactive and engaged.
- Actively participate in discussions.

Openness

- Be open to feedback and new ideas.
- Share your challenges and successes.

Respect

- Respect the mentor's effort.
- Maintain professionalism in all interactions.
- Be punctual and respectful of the mentor's time.

Follow-up

- Implement the advice and feedback received.
- Provide updates on your progress.

Disclaimer

Please read the following disclaimer carefully:

- 1. No Guarantees:** Participation in this program does not guarantee any specific outcomes, including but not limited to business creation, promotions, or financial gains. The success of the mentorship relationship depends on various factors, including the effort and engagement of both the mentor and mentee.
- 2. Confidentiality:** While we encourage open and honest communication, mentees are advised to exercise discretion when discussing sensitive or personal matters.
- 3. Professional Advice:** The advice and guidance provided by mentors are based on their personal experiences and knowledge. It should not be considered as professional or legal advice. Mentees should seek independent professional advice before making any significant decisions.
- 4. Liability:** STARTIN9 is not responsible for any disputes, disagreements, or conflicts that may arise between mentors and mentees. All participants are expected to handle such matters independently and professionally. Also, STARTIN9 is not liable for any tangible or intangible losses that mentees may incur as a result of participating in the mentorship program.
- 5. Stance:** The opinions expressed by mentors are the viewpoint of the mentors only and do not represent STARTIN9's stance on any issue.
- 6. Program Changes:** STARTIN9 reserves the right to modify or terminate the mentorship program at any time without prior notice. Any changes will be communicated to participants in a timely manner.

For more info

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For more info, please visit:
<https://startin9.com/>

Questions, comments or feedback?
contact@startin9.com