

PARTNER▲UP

PRODUCT MENTORSHIP



INTELLIGENT
PEOPLE



Contents

Welcome

About Intelligent People

Role of mentor

Role of mentee

What does a good mentorship look like?

How Partner Up mentorship works

Contact Intelligent People

Welcome



Thank you for supporting our Product Management mentorship scheme.

As product management recruitment specialists, we are proud of the work we do within the product management community, supporting candidates in their careers and identifying the best talent for our clients.

We actively support groups that celebrate the product management world, like Women in Product and we are genuinely passionate about inspiring and connecting people together in this community. This mentorship programme aims to provide a place where product people of all levels can engage, network, access new resources and learn new skills.

We hope you enjoy using this platform. Feel free to contact us to find out more information or to give feedback on how we could make this experience even better.



Chris Mason
Director
Intelligent People



Doug Bates
Director
Intelligent People

About Intelligent People

We are a specialist Product Management Recruitment Agency, within London, EMEA and North America. We place experienced and executive level product management candidates within scale-up and enterprise B2B and B2C brands through our product management headhunter service in Europe.

Our expert product recruiters have good experience and knowledge of the product management job market you want to access, especially within the individual European markets. This will include the employment landscape such as [salary expectations](#), [equity expectations](#), lead times, product trends, issues and the latest in technology for the industry.

We've successfully placed many [executive level product management](#) candidates into new roles, maintaining great relationships with many today.

Trusted by

Sainsbury's

ZOOPLA

novata

NOOM



The benefits of mentorship

76%

76% of people think mentors are **important**, but **only 37% have one**

[Forbes](#)

87%

87% of mentors and mentees **feel empowered** by their mentoring relationships and have developed **greater confidence**

[Women Ahead](#)

84%

84% reported that mentoring relationships **provide two-way inspiration** for mentor and mentee

[Women Ahead](#)

6x

Mentors were **promoted six times more often** and mentees were **promoted five times more often** than those not in the program

[Wharton](#)

15%

The same study found that mentoring programs also **dramatically improved promotion and retention rates for minorities and women — 15% to 38%** as compared to non-mentored employees

[Wharton](#)

72%

Retention rates were much higher for mentees (72%) and mentors (69%) than for employees who did not participate in the mentoring program (49%).

[Wharton](#)

Role of the mentor

The practical application of a mentor's product management knowledge, skills and experience can add substantial value to those starting out in the industry or looking to develop their career further.

A mentor is often a senior member of a specific industry that helps a mentee by:

- Sharing industry knowledge and experiences
- Sharing details of their own career path and any learnings
- Providing guidance, motivation and sometimes emotional support to tackle obstacles
- Being a role model within the industry
- Helping to explore and develop a career, by setting goals and sharing contents and resources
- Providing coaching towards goals, rather than management towards goals
- Providing constructive feedback to develop the mentee further



Why mentor?

- ✓ Opportunity to give something back to the product management community
- ✓ Opportunity to use and develop leadership and networking skills further
- ✓ Enhancement of interpersonal, listening and coaching skills
- ✓ Opportunity to learn from others who have a different ideas, skill set, knowledge of tech, and product management approach
- ✓ A chance to reassess your own career

Mentor qualities



Building trust

- Partnerships are grounded in confidentiality and trust



Commitment

- Time set aside for regular meetings
- Commitment to supporting the mentees career goals



Listening

- Listening 70% of the time
- Fully understand the mentees goals to be able to give best practice advice



A coaching approach

- Understanding the mentees learning preferences
- Guiding to the best solution vs managing to the solution
- Encourage mentee to independence



Constructive feedback

- Praise in areas of success
- Tactful feedback in areas of improvement



Access to resources

- Industry contacts
- Training, networking, webinars

More information can be found in our [Mentor expectations guide](#)

Role of the mentee

A mentee is a person who is willing to put extra time and effort into their career development by learning from a senior leader within their chosen field, or a leader which will provide personal and professional development.

A mentee is responsible for driving their own agenda and career development plan, with the support of an experienced mentor. This involves asking questions, actively listening to advice and creating an action plan that they stick to.

Why access a mentor?

- ✓ Opportunity to gain feedback / advice from an experienced product management professional
- ✓ Development of a focussed career plan
- ✓ Enhancement of interpersonal skills, including communication and influencing
- ✓ A channel to discuss product management ideas, as well as wider business strategy
- ✓ Access new resources; contacts, training, networking opportunities



Mentee qualities



Proactive

- Responsible for success of partnership
- Organise all meetings, agendas and discussion points



Respecting boundaries

- Respect mentors wishes around communication and time commitments



Clarity

- Clearly communicate career and personal development goals
- Expectations from mentorship



Open to change

- Be prepared to go outside of 'comfort zone'
- Action all next steps



Confidentiality

- Only use mentor's name or authority, when agreed with the mentor in advance



Responsibility

- Drive their own career success
- Work independently, be self reliant and positive in their career development efforts

More information can be found in our [Mentee expectations guide](#)

Summary

Mentor expectations



Mentee expectations



A good mentorship structure



Introduction Meeting



The '[First mentorship meeting plan](#)' template can be used to help support this introductory meeting.

In this meeting you should aim to:

- get to know each other personally
- understand the goals of the mentorship and top-line goal objectives
- agree meeting logistics
- agree communication methods and boundaries
- agree the next meeting date



Initial goal setting meeting



In this session, both the mentee and mentor should have access to the below documents:

- a) [Goal setting plan](#)
- b) [Setting SMART goals](#)

In this meeting you should aim to:

- set up a solid plan of action to achieve goals
- set up a system to measure achievement
- collaborate on projects / goals where appropriate
- In this meeting, mentors should aim to provide advice, access resources and guidance using industry experience



Regular mentorship meetings



In this session, both mentor and mentee should have access to the mentees goal action plan.

In this meeting, you should:

- have a clear agenda of what you want to discuss
- review achievement of goals to-date making these sessions results driven and highly focused
- identify clear actions and next steps for the mentee
- create an ongoing action plan for learning and development
- create new goals and objectives when other goals have been met

In these meetings, mentors should provide truthful, critical feedback where required

How it works

Mentee reviews mentor profiles, filtering by:

- Experience level
- Industry experience
- Industry specialism
- Mentoring topics

- Mentor has the choice to ACCEPT / DECLINE mentorship by clicking the relevant button in the mentorship request email
- The response should be sent within 3-5 working days

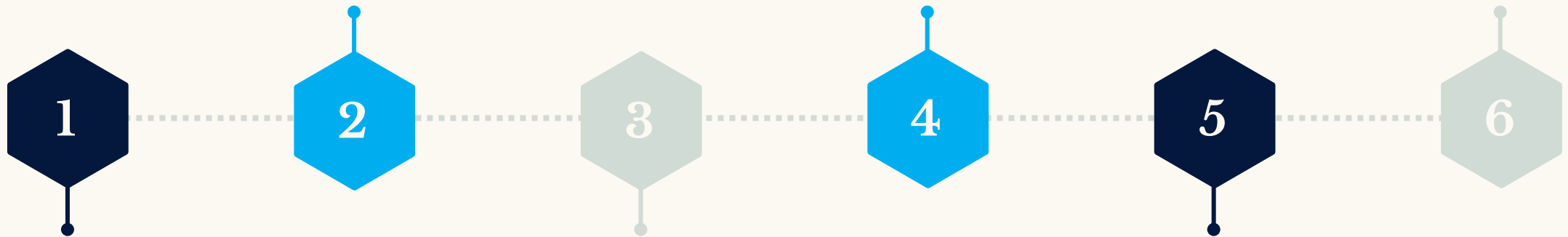
- If Mentorship length is agreed, regular meetings committed to

View our [Mentor Resources](#) and [Mentee Resources](#)

Mentee searches for mentorship partner

Mentorship decision

Regular meetings



Mentor signs up

- Mentor completes online application with all required information including job title / company / bio / recommendations
- Mentor profile is approved or declined by Intelligent People. If approved, the profile appears on the mentorship website and the mentor will be notified

Request for partnership

- Mentee sends mentorship request via mentor form on the website
- Mentor receives an email notification

Initial meeting set up

- If ACCEPTED, the mentor should provide details for the first session by using the scheduling tool within the dashboard. Providing a variety of dates / times to meet is helpful, as well as a Calendly / Google calendar link if required
- Follow our guide to the [first mentorship meeting](#)
- If DECLINED, a reason should be given

Feedback

There are a few reasons why the mentorship relationship will end:

- the number of sessions agreed in the introductory meeting has been reached. The partnership can be extended if both parties are in agreement.
- the mentorship is no longer productive in reaching set goals / aims of each party
- unforeseen circumstances / change in circumstances for either the mentor or mentee which means the mentorship is no longer viable

If you feel that the mentoring partnership isn't progressing as you'd hoped, consider scheduling some time to raise this with your mentee or mentor, ensuring you have a clear agenda for discussing the situation. Revisiting the introductory meeting notes and goal setting document can help frame the conversation.

Feedback & Questions

We would be delighted to hear your feedback on our mentorship scheme.

If you have anything to tell us, contact us at mentorship@intelligentpeople.co.uk and we will respond as soon as possible.

More about Intelligent People

We are a specialist Product Management recruitment agency. We place experienced and executive level product management candidates within scale-up and enterprise B2B and B2C brands.

We also work across executive level positions providing product headhunting services.

Here are some of the senior product roles that we recruit for:

- Chief Product Officer
- Product Director
- VP Product
- Head of Product
- Senior Product Manager
- Product Manager
- Product Marketing Manager
- Junior Product Manager

We also provide opportunities for product contract jobs including interim Senior Product Managers and interim Head of Product jobs.

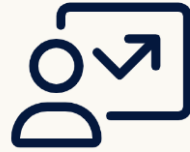


Why we are different



Focus

Our product search focus makes us different and our specialist domain knowledge across product gives us a clear advantage.



Strategy

As a specialist product executive search agency, we understand what motivates Chief Product Officers to join a new opportunity. As part of our engagement strategy, we take all candidates through a briefing process to include the business strategy, the product roadmap, what the objectives are for the business and where their skills can help with business growth.



Speed

As we already have a network of candidates which is 35,000 strong, we do not have to spend time at the 'discovery' phase of work that other product search firms need to. This means that we can deliver much more quickly, without compromising quality and achieve better outcomes for our clients. We can deliver a shortlist to you within 5-6 weeks.

Testimonials



Simply put, Intelligent People are my go-to for product hires. They have always been honest, professional, and considerate balancing the needs of candidates with those of the hiring company. For my recent search – in a very difficult market – they were my first port of call and helped me land the perfect Product Manager for the role, who's doing a fantastic job. The process was simple and straightforward, the shortlist was exactly what I wanted and the advice along the way, including salary benchmarks, candidate profiling and analysis was invaluable and refreshing in the scrappy world of recruitment.



Nick Brown
Pebble



A friendly and professional team who really know their market and clients, I'd highly recommend Intelligent People as specialist recruiters for product and product design. They take the time to thoroughly understand a brief, role and requirements, and always put forward a shortlist of highly relevant candidates. Intelligent People are our first stop for product positions, and we've successfully recruited a number of both contract and perm roles over the years.



Ruth Tapley
Ambassador Theatre Group

mentorship@intelligentpeople.co.uk
01727 736690

Intelligent People Ltd
St Peters House
45 Victoria Street
St Albans
AL1 3HZ