



# Industrial mentoring for junior researchers

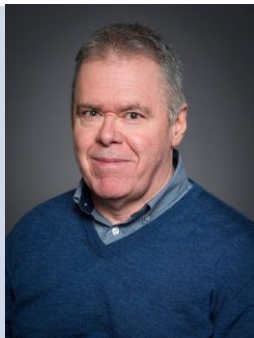
An enabler for personal development and  
innovation

UIIN Conference 2020



# Authors

David Cameron  
Centre Co-ordinator  
SIRIUS  
University of Oslo



Åshild Hanne Larsen  
CIO  
Equinor



Ingrid Chieh Yu  
Associate Professor  
Deputy Centre Director  
SIRIUS  
University of Oslo



Ann Vølstad  
Senior Consultant  
AFF





# SIRIUS: A Centre for Research-Driven Innovation

## Academia

## Industrial end-users

- 8 years
- 15 partners
- 3 universities
- 2 institutes
- 20+ PhD
- 45 + workers



UiO : **University of Oslo**



DEPARTMENT OF  
**COMPUTER  
SCIENCE**



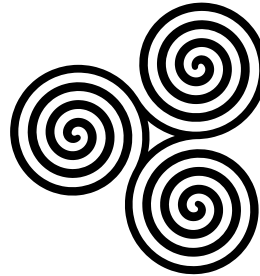
**NTNU**

Norwegian University of  
Science and Technology

**simula**



**SINTEF**



**Schlumberger**

**TechnipFMC**

**AkerSolutions**

**DNV·GL**



**equinor**

**aibel**



**BOSCH**

**KADME**

Knowledge and data management expertise



**OSIsoft.**



**Dolphin**

**SAP**

**IBM**

**EVERY**

**NUMA SCALE**  
BIGGER DATA ANALYTICS

## IT Vendors



**computas**



# Digitalization is about bridging chasms

- Data
- Generic solutions
- Information technology
- Academia
- Theory
- Toy problems
- Research excellence
- Free research



- Applications
- Specific problems
- Operations technology
- Industry
- Practice
- Wicked problems
- Innovation and engineering excellence
- Making money



# Program objectives



Shape SIRIUS  
centre identity.



Offer a personal  
development  
strategy as  
research leaders  
in academia or  
industry.



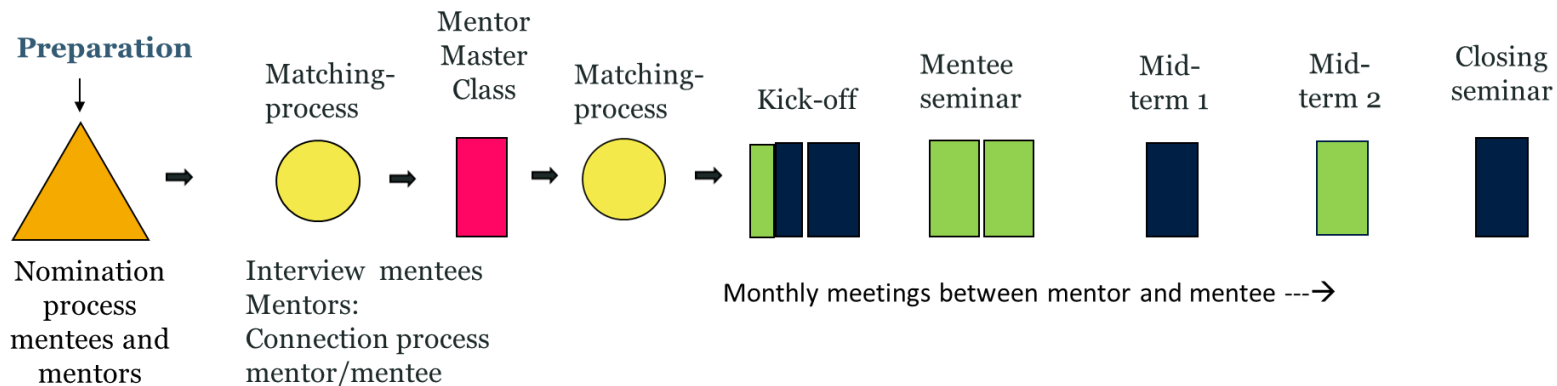
Increase mutual  
understanding  
and build mutual  
career  
competence



Promote and  
harness diversity  
in SIRIUS: culture,  
age, gender, and  
expertise aspects.



# The program



- Mentor training
- Mentee seminar
- Seminars Mentee + Mentor



# The framework for the program

- Formal, structured program
- Thought-out matching of mentors and mentees
- Structured follow-up and monitoring
- European mentoring tradition:
  - mentor not a “wise sponsor” in an asymmetric relationship
  - Confidentiality and mutual trust
  - No reporting relationship between mentor and mentee



# Mentors were trained to take four roles:



Coach



Networker



Counsellor



Guide





# Why mentors participated

- Convey knowledge about their company and industry.
- Share and reflect on own experiences.
- Learn and build network in and around program.
- Develop a mutually-rewarding personal relationship with a mentee



# Mentees built networks

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*“Building networks with key people in industry gives me a unique skill and makes me more attractive on the job market.”*

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*“I have visited [partner company] and have extended my previously limited industrial network”*



# Our two classes





# Mentees found it useful

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*“It is quite different from all the other things I do as a PhD. It has been useful in the sense that it prepares me better for the life after my PhD.”*

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*“The program opened possible collaboration opportunities with industry”*

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*“Understanding and overcoming cultural difficulties. Have an idea of the industrial working environment from the inside...”*



# Mentees identified more with SIRIUS

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*“I had a better understanding of the industrial agenda. Thanks to my mentor I also got involved in an additional project”*

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*“I had a discussion with my mentor about this topic. We shared our different points of views on the same technology in terms of different working cultures and expectations”*

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*“After one of the mentee sessions I said to some of the other mentees: “Do you feel the SIRIUS identity?”*



# Thank You!

[www.sirius-labs.no](http://www.sirius-labs.no)

8th Floor, Ole-Johan Dahls hus,  
Gaustadaléen 23B, 0373 Oslo,  
Norway

## Contact

Arild Waaler, Director,  
[arild@ifi.uio.no](mailto:arild@ifi.uio.no)

David Cameron, Coordinator,  
[davidbc@ifi.uio.no](mailto:davidbc@ifi.uio.no)

Lise Reang, Admin. Manager,  
[liserea@ifi.uio.no](mailto:liserea@ifi.uio.no)

