Cross-Cultural Mentoring Project

Mentoring as a novel integration model
- For both international students & enterprises

Shania Shin

Expert in Mentoring Project

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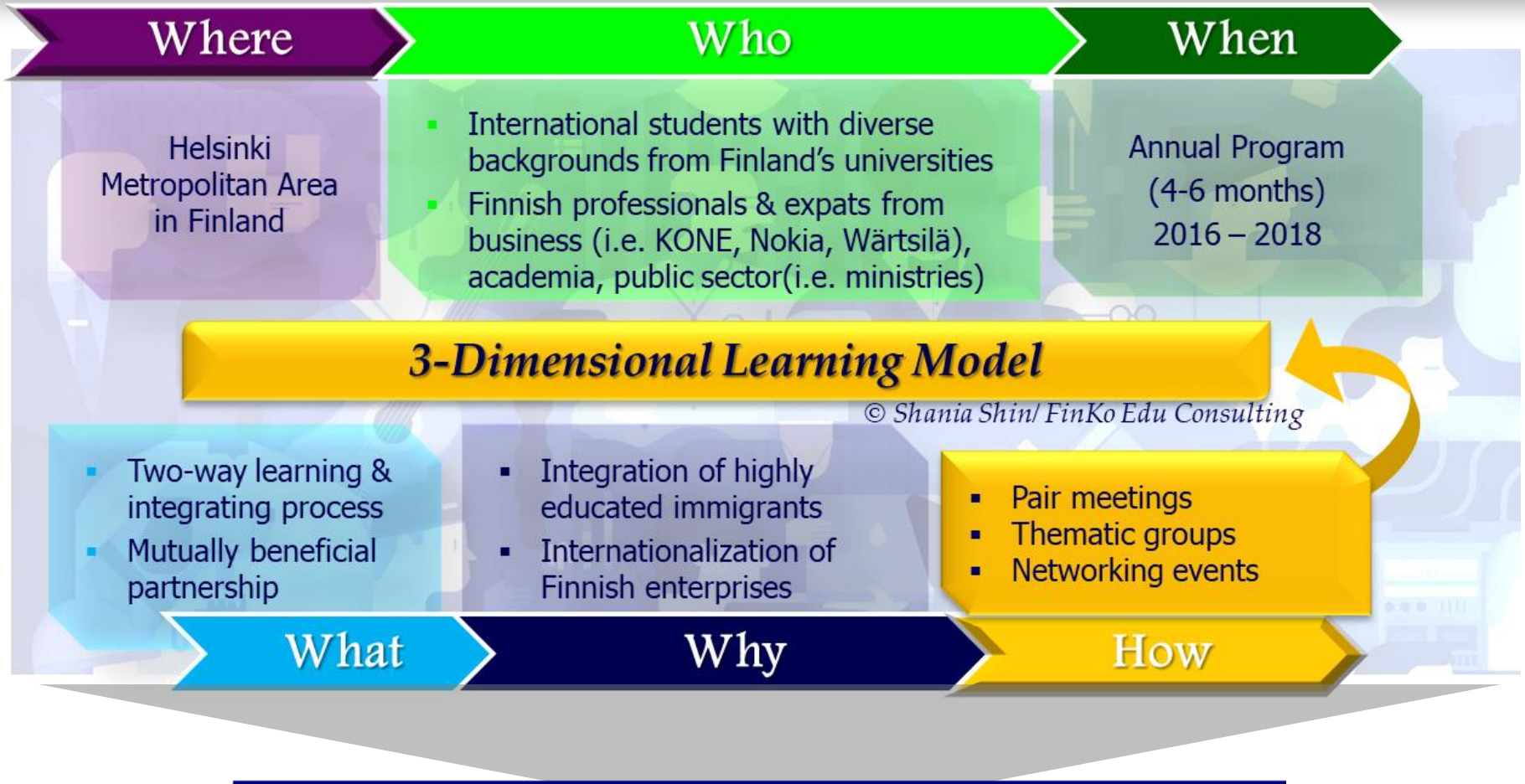
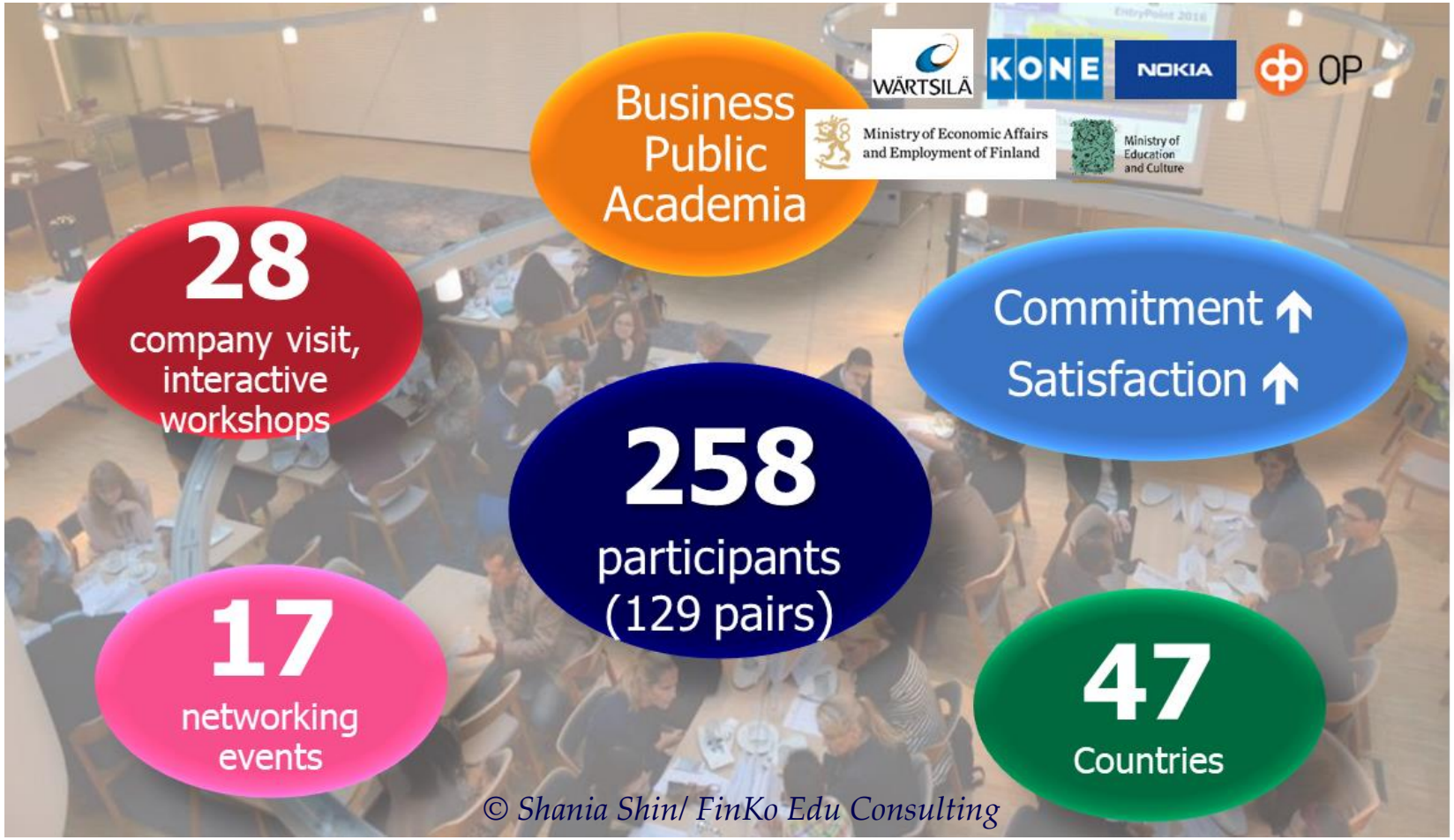
Mentoring as a Knowledge-Sharing Platform



Multidisciplinary & Cross-functional

FinKo Edu Consulting

Finland's largest & most successful mentoring project



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Empowerment & Enhancing Employability

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View more: *https://www.youtube.com/watch?v=iZiCf6GQsI0*

Testimonials on YouTube *"exceptionally well-organized"*

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YouTube

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Acknowledged as **Good Practice International (2017)**

*Invited to **Interntional Metropolis Conference** in The Hague*

IQ GOOD PRACTICE
Good examples from practical experience in Europe

Read more: *https://www.netzwerk-iq.de/fileadmin/Redaktion/Downloads/IQ_Publikationen/Good_Practice_International_EN/IQ_GP_Int_2017_EntryPoint.pdf*

EntryPoint Mentoring Programme

Enhancing Opportunities for Both International Talents and Enterprises in Finland

EUROPE

IQ GOOD PRACTICE
to the point

Target Groups for Transfer:
Professionals with an international mindset regardless of the industry in which they are active as well as international degree students (Bachelor, Master, Ph.D.) at educational institutions

Organiser:
Helsinki Region Chamber of Commerce: COME-project (Chamber of Multicultural Enterprises)

EntryPoint in a Nutshell:
EntryPoint is a mutually beneficial partnership and a two-way learning and integrating process over a six-month mentoring period. Time commitment: about

Starting position/challenge
The third largest group of newcome
land are international students. H
every second immigrant with a Ba
degree (vs. 25% of Finns) and every
migrant with a master's degree or
5% of Finns) are overqualified in th
To tackle this situation the prograr
tryPoint was developed, which ma
gets international degree students i
higher education institutions.
months EntryPoint Mentoring Pro
has developed a two-way learning
grating journey for the integration
educated immigrants. Through t
gramme, both students and enterpi
Nokia and others (see below), prc
the dynamics of migration in very
ways.

Implementation
EntryPoint brings international
(mentees) and Finnish professiona

There is Nothing Like Good Advice

Katri-Sofia Ruhlmann, Head of the Capability Management office for Digital Platforms and Capabilities at Nokia

How do companies that participate in Entry Point evaluate the mentoring programme? What hopes do they have, what goals do they pursue? And why do they get involved in the first place? "During my professional journey", remembers Katri-Sofia Ruhlmann about her initial drive to engage with the programme, "I have personally had the privilege to meet great people with brilliant insights in multiple areas." The Nokia manager continues by underlining the importance of the mentoring process as a very fruitful instrument for successful labour market participation: "There is nothing like good advice from people who share their thoughts about their career paths." This, according to Ruhlmann, is not just a matter of abstract, meta-level advice, but can be quite down to earth, too. "Sometimes you just need advice on office politics, for instance, or on how to present a problem to your boss. Or maybe you need to hear how someone else dealt with a similar work-related challenge, or solved a professional issue." What did she expect to learn from the mentees? And what has she gained from the overall mentoring experience? Ms. Ruhlmann recalls that she "wanted to hear and see what young professionals are facing when they are entering the job market. Her hope had been "to meet new people, to build my professional network and to get an insight into the aspirations of young professionals with an international background." In the end, participating in EntyPoint has been particularly useful in terms of better understanding the innovative, ever-changing world we are living in. According to the Nokia manager, "receiving insights into new topics and concrete new areas that I have not been involved in is key to innovation – the world is changing. I have to change too!"

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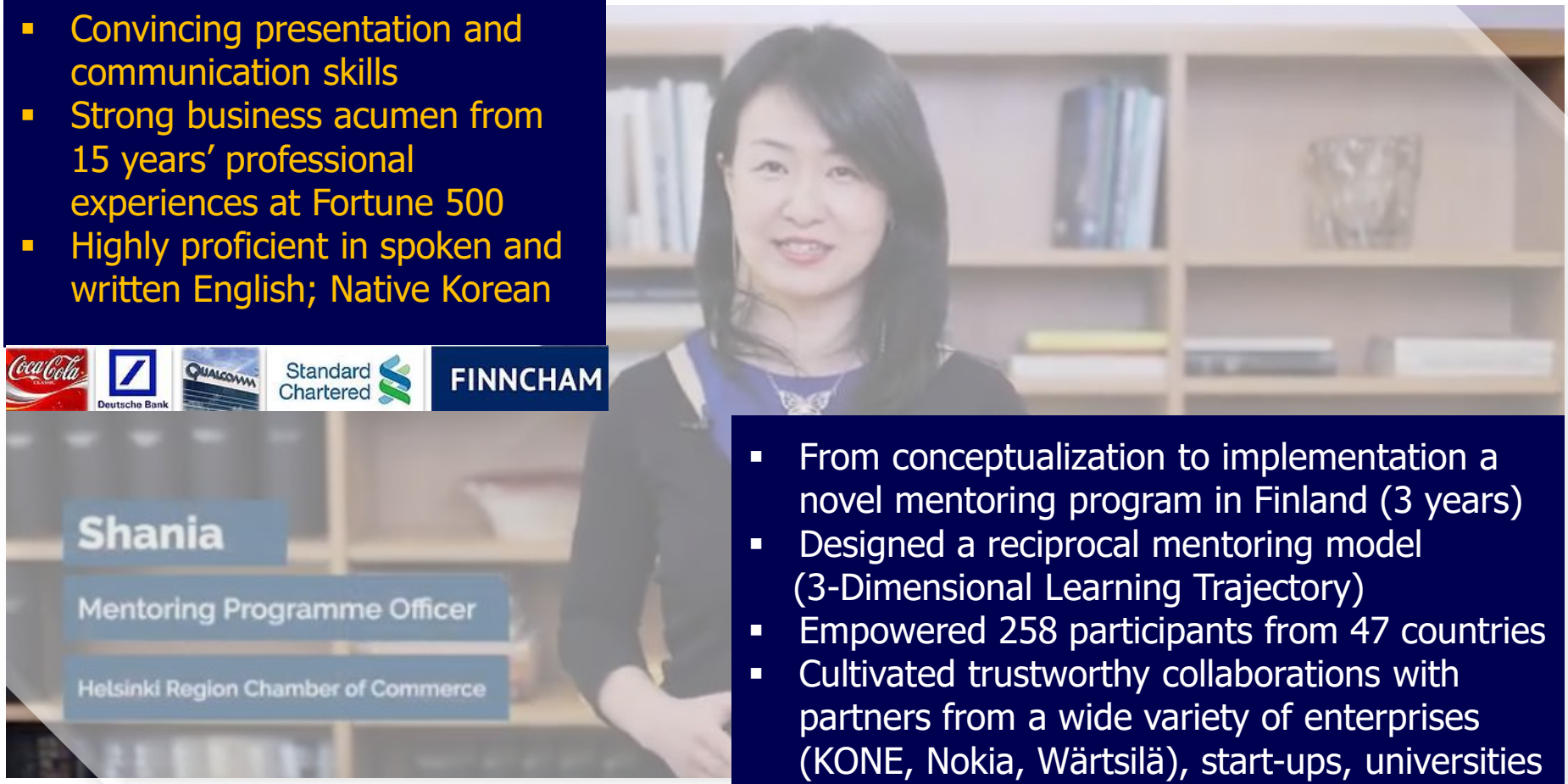
Read more: https://www.linkedin.com/in/shaniashin/

Expert in Mentoring Project with proven track-record

- Convincing presentation and communication skills
- Strong business acumen from 15 years' professional experiences at Fortune 500
- Highly proficient in spoken and written English; Native Korean



- From conceptualization to implementation a novel mentoring program in Finland (3 years)
- Designed a reciprocal mentoring model (3-Dimensional Learning Trajectory)
- Empowered 258 participants from 47 countries
- Cultivated trustworthy collaborations with partners from a wide variety of enterprises (KONE, Nokia, Wärtsilä), start-ups, universities as well as public authorities (Ministry of Employment, Ministry of Education, City of Helsinki, City of Espoo)

FinKo Edu Consulting

Recommendations from Finland's partners

Johnny Van Hove

Scientific Advisor
Network IQ (Integration through Qualification)
ebb Entwicklungsgesellschaft für berufliche Bildung mbH

Shania was one of the speakers at the international Metropolis conference in The Hague. Given her charisma and outstanding flair and skills as a presenter, as well as her in-depth knowledge of both the the broader local and global challenges for the target group in question (i.e. the labor market integration of international students), she truly constituted one of the highlights of the symposium. Given her expertise and convincing, thoughtful communication, IQ decided to develop an international good practice sheet about Entry Point.

Katri-Sofia Rühlmann

Head of Corporate Functions, Business Applications
Nokia

Shania's extremely excellent project management and coordination skills impressed me during the Entrypoint mentoring program. Shania is able to engage all people on different levels and secure common interest and shared passion to execute and achieve great outcome Shania is able to light up the whole room with her positive can do attitude and kindness. She brought sunlight into the dark winter in Finland. I can highly recommend her for extensive cross-cultural projects and other similar kind of engagements.

Laura Lindeman

Chief Specialist
Ministry of Economic Affairs and Employment (Finland)

I had a pleasure to work with Shania for a couple of years in mutual projects aiming for international talent attraction and retention. Shania developed the EntryPoint mentoring programme and managed to create one of the most successful tools in bringing international students and companies & other organisations together in Finland. Shania is a hard working professional who always commits to her tasks with passion. I am happy to recommend her for tasks requiring systematic thinking, project development skills and managing vast networks

Milton Aldrete

Global Business Development
EduExcellence

Shania is an inspiring lecturer who possesses a natural aptitude for presenting complex subjects in an insightful and pragmatic way. Her lectures on business negotiation and international market entry have been of great value to the learning of my students as she uses creative ways to turn the cultural aspects into strategic assets. All in all I have always received significantly positive feedback from my students.