



Bayer University Mentoring Program Overview



Disclaimers

Participation in this mentoring program with Bayer is voluntary for career development purposes, and in no way does participation influence future employment opportunities at Bayer.

Participation in this mentoring program does not include a confidentiality agreement for research topics. Mentors and mentees should avoid sharing scientific, business, or university details that are not available publicly.

If you do not want your contact information shared among participants in this mentoring program, please indicate in writing to your University Liaison and Bayer core team member.



**BAYER UNIVERSITY
MENTORING PROGRAM**

B4U Mentoring Program Helps Bridge the Gaps Proactively



Common Obstacles with University – Industry Collaborations

- **Faculty lack industry exposure**
 - No or little industry work experience
 - Expanding knowledge often has limited practicality
 - Funding driven
 - Publication driven
- **University curriculum is not industry relevant**
 - Theory vs. application
 - Outdated
 - Lack of industry engagement in teaching and training
- **Students lack technical skills, soft skills or both**
 - Lack of internship/apprenticeship experiences
 - Limited exposure to leading edge technology
 - Little employability skill training
 - Varying abilities to navigate the learning curve



Blake Giles

I ILLINOIS



© CanStockPhoto.com



OFFICE OF THE CHANCELLOR

Dr. Kidwell

Bayer University Mentoring Has Been Serving as a Great Program to Engage Academics and Advocate Bayer Reputations



2018	2019-2021	2022	2023	2024+
------	-----------	------	------	-------

Pilot in with **University of Missouri**

10 pairs of mentors-mentees

Expansion to **5 universities**,
GE focus

Expansion to **13 universities**
80 mentors:mentees pairs
20 mentees joined Bayer

Global expansion
22 universities in NA
2 universities in EMEA
6 universities in LATAM
→ 180 mentors:mentees pairs

Increase universities reached and mentors:mentees pairs per university



Q and A Panel

What do you think the most important role of genome editing technology will be in the breeding of commodity crops and are you seeing this technology being used currently in new commercial products or is it mainly being used in R&D proof of concept experiments?

From: Brian Rhode @UIC

Assigned to: Bob Sear, Edward Cargill

Other questions (From: Judd Peters)

How large are teams you will be working with in industry?

What are the timelines and lengths of projects in industry? How does this compare with academia? How much freedom do you have to [pilot](#) what you work on?

What defines success within a position?

What defines success in research in industry? How does that compare with academia?

What are some differences between your direct report, in industry, and your department head, in academia?

What are some soft skills that may differ from academia and industry? How do you develop these skills?

How do you approach establishing and managing a professional network?

Successful Interviewing

Mandy Rizzo
Senior Recruiter
Amanda.Rizzo@bayer.com

Bayer Crop Science Seeds & Traits Pipeline & Genome Editing

Larry Gilbertson
19/07/23

Bayer Crop Science Mentoring Program

Changing the Conversation About Science and Agriculture – One Person at a Time

Aimee Hood

Innovation & Intellectual Property

Nick Nasing
IP Policy Specialist
What's a Commercial Strategy
Crop Science Patent Strategy

Bayer Crop Science Precision Breeding for the Modern Farm

Developing tailored solutions for our customers

Vincent Lombard
International Trait Integration Lead

On Adapting to Corporate Culture and Pursuing Personal/Leadership Development

Huachun Larue
Global Breeding
Bayer Crop Science

Bringing a Biotech crop to market – A Regulatory perspective

Miguel Vega-Sanchez, PhD
October 30, 2018 //



Bayer University Mentoring Program Mission: **FOSTER** Relationships

Focus



Focus on long-term partnerships

Open



Open external networks to advocate for Bayer's reputation as an innovative Ag leader, in it for a long game

Strengthen



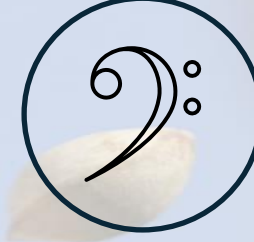
Strengthen trust with academics, by contributing to the development of the next generation of scientists

Targeted



Targeted to key universities, labs, evolving KTS (key talent segment)

Expand



Expand and leverage existing relationship of our passionate Bayer scientists

Rally



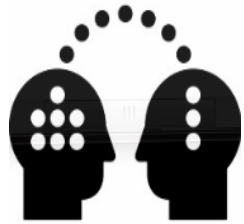
Rally up to deliver joint mission of "Health for All, Hunger for None" as a partner of choice

Bayer University Mentoring Program Cohort 2023 Overview



B4U Mentoring Program Guiding Principles:

- “People don’t care how much you know, until they know how much you care”
- Mentor and mentee to co-create the quality experience
- Design our mentors’ and mentees’ engagement into all our decisions.



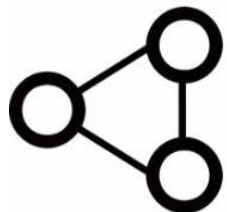
Mentoring and training:

- Mentee driven 1:1 mentoring
- Bayer delivered webinars
- Strength finder workshop



Build relationships and networks:

- External supporting network for mentees
- Internal supporting network for mentors
- Fostering long term relationships



Connect and learn:

- Learn about career opportunities
- Hone soft skills such as leadership and providing feedback

- >30 participating Universities & Institutions
 - >180 mentee/mentor pairs
 - >30 University Liaisons
 - >30 University core team leads
 - Focus on NA and LATAM,
 - Pilot in EMEA





Grow Bayer University Mentoring Program (B4U) Internationally in 2023

BAYER UNIVERSITY
MENTORING PROGRAM

Global Leads

Huachun Larue;
Thomas Slewinski
Masha Trenhaile

NA Lead

Timothy Wertin

NA Co-Lead

Peizhen Yang
Masha Trenhaile

LATAM Lead

Ester Buiate

LATAM Co-Lead

Renato Luzzardi

EME Lead

Theo and Vincent

EME Co-Lead

Wageningen University

Bayer Life Hub

TBD

Branding/ Communications

Wei-Ting

Co-Lead

Noam Eckshtain Levi

EMEA rep

LATAM rep

NA rep

Training/ Development

Jenn To

Co-Lead

EME rep

LATAM rep

NA rep

Ark Pine Bluff
BYU
Cornell
Danforth Center
Iowa State
Michigan State U
North Carolina State Univ
Purdue
Texas A&M
University of Arizona
Univ of California (Davis)
Univ of Guelph
Univ of Hawaii
Univ of Illinois
Univ of Minnesota
Univ of Missouri
Univ of Nebraska
Univ of Wisconsin
Virginia Tech
Washington University
Xavier Univ of LA

UFV

UFLA

Unicamp

ESALQ

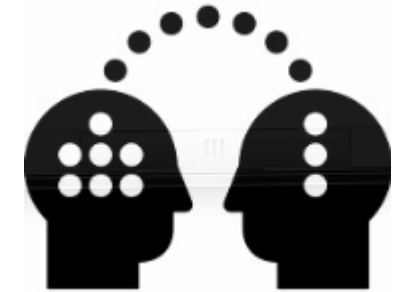
UNIVASF

HR

Informal coaching and mentoring is the core of this program and is mentee-driven

// 1:1s:

- Mentee driven
- Discuss professional goals
- Assess development gaps and barriers
- Write specific goals for mentorship
- Determine measures of progress and success



// Suggested Topics:

- Industry competencies
- Self-awareness : Clifton Strengths activity
- The elevator speech/ personal branding
- CVs, resumes reviews
- Relationships and networks// advocates// mentors// coaches
- How to provide and receive feedback



Commitments from Mentees

- Meet with mentor at least 1 hour per month in 1 on 1s
- Participate in at least 75% of the program-wide activity (kick off, webinars, site visits, inter-university networking events, capstone)
- Participation of strength finder workshop
- Fill out application survey, mid-year survey and conclusion survey



Mentoring and training: Define your learning need

Career	Topical	Situational
<ul style="list-style-type: none">▪ In-depth career advice and support▪ Build and utilize a “Board of Directors” for career development	<ul style="list-style-type: none">▪ Deepen expertise on a topic▪ Learning through conversation, knowledge sharing, and practical application with experts and peers	<ul style="list-style-type: none">▪ Gain specific guidance on an immediate learning need▪ Learn through input from multiple sources to clarify and/or develop a practical solution

Expectations for mentees



Expected to	Not expected to
Identify initial goals	Be an expert
Seek feedback	Know all the questions they should ask
Take an active role in their own learning	Get things right the first time
Initiate meetings and discussions	Fit all the learning into one mentoring relationship
Allocate time and energy	Be submissive in their relationship
Follow through on commitments	Develop a friendship with mentor

Expectations of mentors



Expected to	Not expected to
Have reasonable expectations of the mentees	Drive the relationship
Be a resource, share learnings & experiences	Do the work for the mentee
Provide feedback	Manage the mentee as a supervisor would
Allocate time and energy	Be an expert in every development area
Encourage and support	Develop a friendship with the mentee
Follow through on commitments or renegotiate appropriately	
Take it as a two-way street	



Responsibilities of University Liaisons

// Commitment to coordinate with Bayer core team members

// Commitment to advocate for the program and provide feedback

// Select and engage mentees, ensure inclusion and diversity

// Point of contact for mentees, jointly aligned criteria on KTS

// Point of contact for Bayer core team

- Align and coordinate quarterly webinars at their University

(e.g. communications, conference room reservations, ...could be delegated to a mentee, etc.)



Responsibilities of the Bayer core team

// Communicate with University Liaisons

// Establish and align on expectations

// Manage relationship with Universities and ensure accountability

// Identify and engage mentors within Bayer Crop Science and establish expectations

// Coordinate/track mentor-mentee progress and metrics

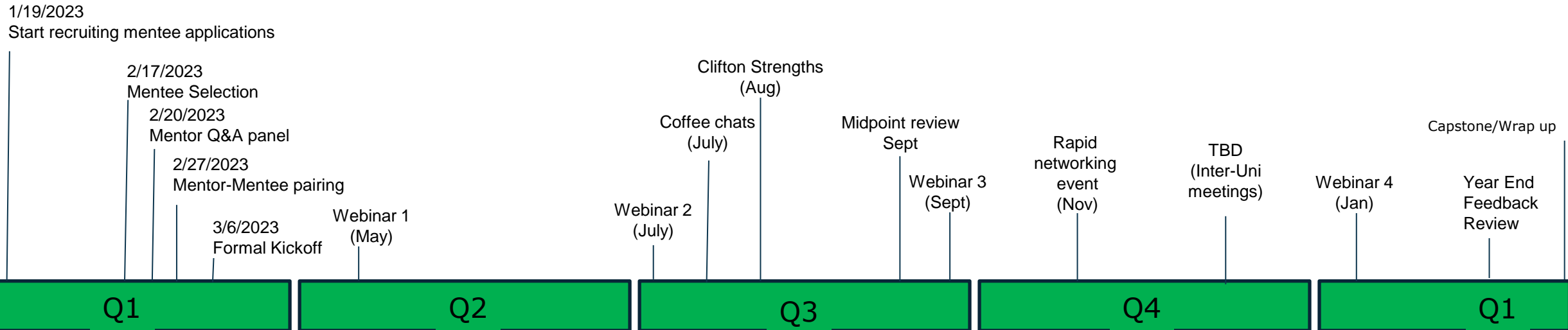
// Collect feedback from mentors and mentees

// Identify presentation topics, speakers, and schedule for online webinars

// Focus on Inclusion and Diversity. Ensure I&D representations for mentors and mentees (be analytical on selection criteria enable best decision)



2023 B4U Calendar



This is the NA & LATAM calendar. Changes may occur, and regional specific programs may be offered
Additionally working towards:

- One in-person visit for each university
- A virtual/in person St Louis site visit/gathering in Oct 2023
- Aiming for 2 virtual intra-university get togethers
- Aiming for 1 virtual inter-university get together



On-Site & Virtual Networking Event

Fall 2023

Bayer will host an on-site event in St. Louis, MO to:

- Provide in-person interactions with mentors plus other mentees and Bayer senior leaders
- Tour the Bayer Crop Science research facilities
- Poster sessions and lightning talks to hone presentation skills and receive feedback
- Learn more about resources within Bayer
 - Business Resource Groups supporting diversity
- More details to come!
 - Including a virtual option for those unable to attend in-person.
 - No travel support provided by Bayer at this time



B4U
BAYER UNIVERSITY
MENTORING PROGRAM

DATE:
NOVEMBER 4TH, 2023 9AM - 4PM

VENUE:
CROSFIELD VALLEY CAMPUS

8 - ARRIVAL
9 - WELCOME
9:30 - MENTEE
30MIN TALKS
10 - SITE TOUR
11 - LUNCH
1:30 - POSTERS
2:30 - SPEED
NETWORKING
2:30 - BUSINESS
RESOURCE
GROUPS LOGGIE
3:30 - CLOSING
REMARKS