

Bridging knowledge and building trust: A comprehensive mentorship journey in Artificial Intelligence (AI) and Machine Learning (ML)

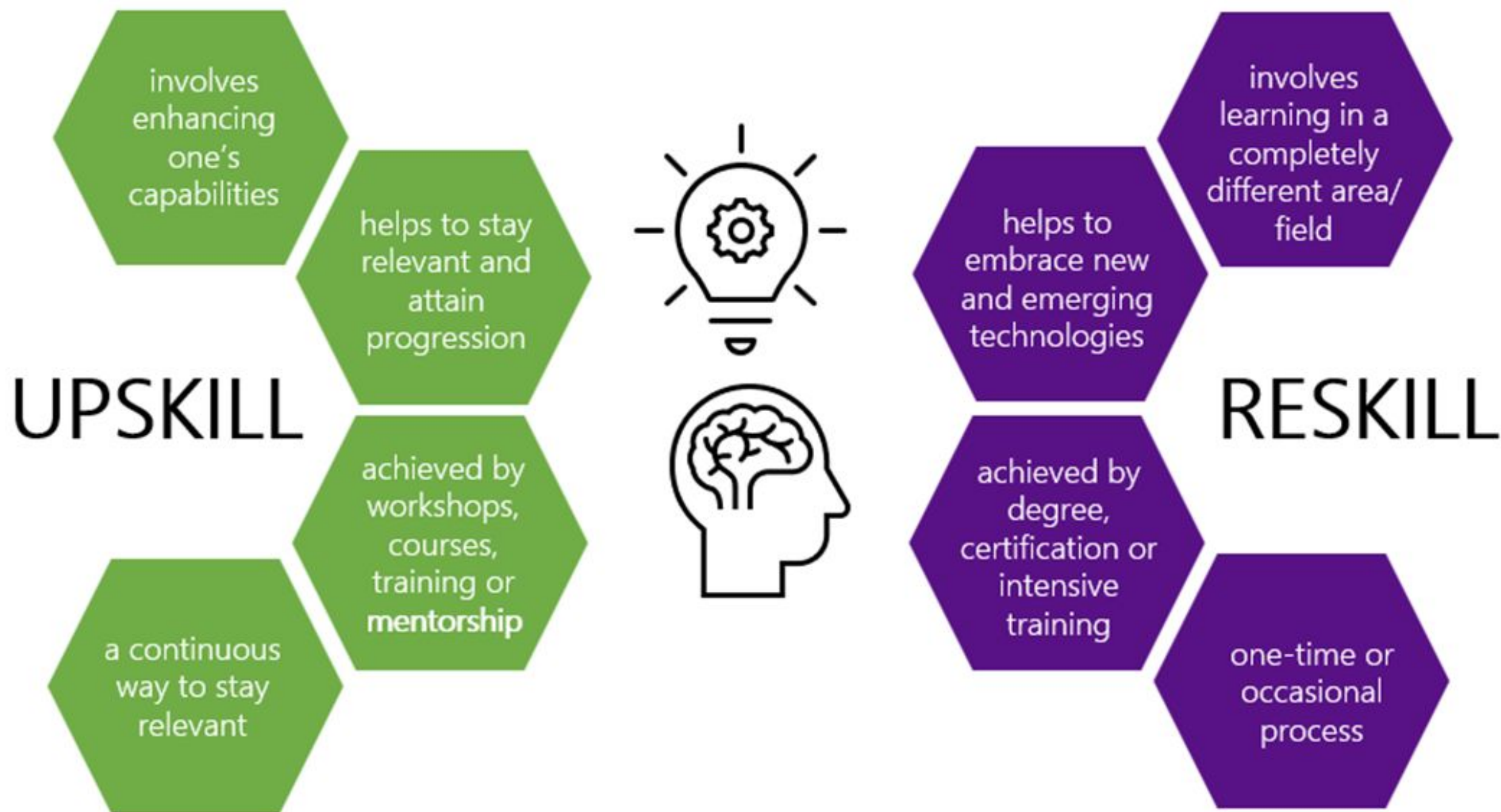
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ABSTRACT

This case report examines a **mentorship program in the rapidly evolving fields of AI and ML**, with a focus on establishing a trusting and psychologically safe learning environment. The mentee aims to gain field literacy, receive expert guidance, form connections, and achieve relevance in AI and ML. The mentor, bringing over 30 years of experience in online teaching, training, and learning, contributes through a rich exchange of knowledge and insights. This paper highlights how **open dialogue and constructive response facilitate exploration of online training and learning topics**. The mentor's expertise in authoring papers, conducting webinars, and presenting at conferences is leveraged to transfer knowledge effectively to the mentee. Central to the study is the mentor's pursuit of new ideas and projects, indicating a commitment to continuous learning and innovation. **This case underscores the significance of trust and rapport in effective mentorship, exploring key interactions, shared experiences, and dynamics that contribute to skill enhancement and knowledge acquisition**. The poster presents an analysis of the strategies employed to overcome them, and lessons learned from both the mentor and mentee perspectives. It concludes with reflections on the **mentorship program's value, its impact on participants**, and provides recommendations for enhancing similar future mentorship initiatives in AI and ML, thus contributing to the broader discourse on effective mentorship strategies in technical fields.

THE IMPORTANCE OF UPSKILLING AND RESKILLING

In the landscape of AI and ML, **both upskilling and reskilling play pivotal roles in maintaining relevance and competitiveness**. Upskilling and reskilling can make employees more valuable to their current employers and more competitive in the job market. Moreover, **businesses that invest in these learning opportunities can retain top talent and attract new, motivated professionals** who value growth and development.



METHODOLOGY

The **CIGAR mentor model**, created by Green and Grant, is designed to be a **comprehensive and dynamic mentoring approach**. It stands for Coaching, Inquiry, Guidance, Advice, and Reflection.



RESULTS

From the **mentee perspective**, significant **gain in the literacy and knowledge** was achieved due the recommendation of papers, books and case studies about AI and ML. **Significant network has been built** since the beginning of the mentorship program, with concrete connections facilitated by the mentor.

From the **mentor perspective** it is an **experience that enriches the pool of memories** related with **usefulness of dialogue and of reflection on an emerging issue**. Different perspectives and innovative possible paths bring broader conscience of the topics. It is in fact **a journey with new views and richer understanding**.

CONCLUSIONS

In the field of AI and ML, where technological evolution is rapid, **upskilling can help professionals keep pace with new developments and tools, while reskilling can be essential for those whose roles may be fundamentally altered or replaced by new technologies**. Both strategies are crucial for creating a workforce that is adaptable and prepared for the future of work

REFERENCES

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CONTACTS

