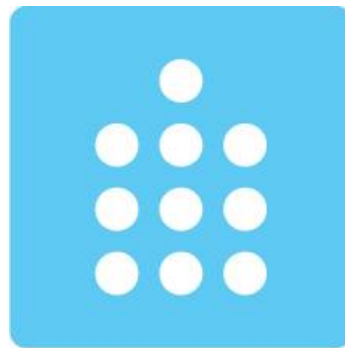


# Mentoring Workshop

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**GWSF**



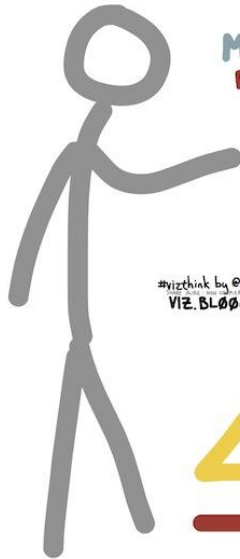
supporting  
social  
employers

# WHAT IS MENTORING?

WHAT COMMUNITY DO WE WANT TO BE?

MAKE USEFUL TESTS!  
FAILURE AS AWESOME

NEW FOLK CAN'T BE  
EXPECTED TO JUST  
~KNOW~ SOMETHING



#vizthink by @willow100  
VIZ.BLOOCYB.ORG

TEACHING AND LEARNING  
YOUR POSITION + NEEDS CHANGE

# What is mentoring?



“A way of working with people to support and encourage their learning to maximise performance”

- Increase self awareness
- Learn about the impact you have on others
- Define goals and objectives
- Improve skills in working with others

Peter Hill, [Notes for Coaches: Mentoring](#), CFM Consulting, 2008.

Voluntary programme – for members, by members.

*Keep it Local!*

# Who is GWSF mentoring for?



Any members of GWSF/FLAIR

- Committee/Board Member
- Staff Member
- What's a Mentor?
- What's a Mentee?



*Keep it Local!*

# Mentoring Agreement



- Contact details for mentor/mentee
- Type of meetings – e.g. face to face/telephone/Skype
- Venue
- Number of sessions
- Code of conduct
- Duration of mentoring 4-6-12 months
- Mentee leads on arranging mentoring sessions
- Mentee's objectives/goals for the mentoring
- Confidentiality and GDPR considerations

Keep it Local!

**WHAT IS MENTORING?**

Mentoring is a **ONE TO ONE RELATIONSHIP** between an experienced professional **MENTOR** who shares their knowledge, skills and experience with a less experienced professional **MENTEE** to assist in their career progression.

**MENTEE**

Enlist on the mentor only when you can't solve the problem to progress, attend meetings and take advice after meetings. A mentee needs to be capable of their self-assessment and to take ownership of their strengths and weaknesses in their field and past or within joined through their own business experience.

**MENTOR**

Mentors consent to a mentor for a set period and meet face to face in getting to know the mentee, their capabilities, interests and aspirations. The mentor will be knowledgeable of their field and past or within joined through their own business experience.

The mentor explains with the mentee their career choices, what they will do to achieve and how they plan about doing this but they will provide solutions or a course of action.

**HOW THE MENTOR HELPS**

- CAREER INTRODUCTION
- EMPLOYMENT OPPORTUNITIES
- PROVIDING FEEDBACK
- EXPLORE NEW OPPORTUNITIES
- EXPLORE NEW NETWORKS
- CAREER PLANNING

My mentor introduced me to an amazing firm of career coaches which brought me in contact with a number of mentors to mentor me.

**Plan and Insight**

Mentoring is about long term career planning or strategic business challenges. The mentor provides support and advice that enables the mentee to forge ahead with their ambition. In the mentoring relationship, the mentee actively manages the two-way process of exploration and discussion, taking the most of the highly experienced professional at their disposal.

**GET TO KNOW EACH OTHER AND BUILD TRUST**

The mentoring partners agree:

- Duration of the mentoring period
- Mutual plan - regular meetings times, and content
- Frequency of contact through in-person meetings
- Location of meetings
- Expectations of each other

**GOAL SETTING**

THE MENTEE SHOULD TALK ABOUT THEIR VISION FOR THE FUTURE, ASPIRATIONS, WHERE THEY ARE NOW AND WHERE THEY WANT TO GO.

The mentor will help the mentee develop a career plan with goals, targets and time frames. During this process, the mentee will reflect on their experience, strengths, weaknesses, opportunities and threats, and determine how mentoring can help their progress. This may involve building new skills and confidence, new ways of working, and wider networking that could open doors to the following.

Agreeing to join an such frequent mentors has been effective in making me self-empowered. As a part of each discussion in a regular meeting, I make sure that I have listened up on the advice my mentor has given me before we meet again.

At the end of the process, the mentee should feel strengthened by the experience, be able to see things with greater clarity, have a defined career path and be able to continue independently.

www.smf.org.uk

# What is expected from mentors and mentees?



- Apply
- Be clear about purpose of mentoring
- Utilise a mentoring agreement – **see example**
- Set out mentoring preferences
- Progress with sessions and advise on any problems/queries
- Keep brief notes of sessions, appropriately, as well as summary outcomes
- Maintain high standards of ethics with mentor helping the mentee define and set out their objectives
- Mentee to communicate, turn up, carry out undertakings, progress, develop and conclude

**GOOD LUCK! YOU ARE GOOD TO GO!**



*Keep it Local!*