

For more information on mentoring or other services we offer please visit our website

www.housingdiversitynetwork.co.uk

or contact us at the address below:



Housing Diversity Network

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If you would like to receive this information in another language or format (e.g large print or audio tape), please contact us on 0870 143 2732 and we will be happy to provide it.



Housing Diversity Network Mentoring Programme



HDN Mentoring Programme enables staff to gain skills, knowledge and confidence, to develop their potential and overcome barriers to career progression and improve diversity across the Housing Sector.

HDN Mentoring Programme EDGE Forward builds on the COFEM initiative, it is available to all under represented staff (age, disability, sexuality, gender, race) within the Housing Sector.

HDN Mentoring aims to:

- Develop local and national mentoring programmes to support the needs of the diverse workforce and expand networking opportunities.
- Develop new and real actions that make a difference to both the culture of organisations and individual people.
- Develop a national profile and be an example of good practice.

Benefits to Organisations:

- Increasingly diverse workforce
- More confident and motivated staff
- Confirms commitment to Equality & Diversity in a practical and real way
- Demonstrates adherence to regulatory and statutory requirements to improve diversity within the organisation and improving services to a diverse customer base

How does it work?

- Programme runs from **September to May** every year. Applications accepted all year until July, for the following September.
- **Mentors** drawn from Housing to provide support and leadership to the leaders of tomorrow.
- **5 one-to-one sessions** with a Mentor, are tailored towards the needs of individual mentees. They include setting and reviewing Mentoring.
- **4 Mentoring Classes** facilitated by HDN, which introduce career and personal development subjects and provide a lively forum for networking.
- **Briefings** about content and structure of the programme are provided to all participants.
- Mentees are provided with a **Personal Development Log (PDL)** to record goals, outcomes of sessions, reviews and future actions.

Topics addressed might include some of the following:

- Communication Skills / Emotional Intelligence
- Leadership Skills/ Organisational Culture
- Housing Sector career opportunities
- Dealing with conflict/ Managing stress/ Work-life balance
- Career progression & career paths/ Networking skills
- Competency frameworks/ Interview skills/ CVs & Applications

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“My experience of the mentoring programme has been extremely positive and it has enabled me to identify barriers that are hindering me. My mentor has provided me with much needed guidance and support so that I can take the relevant steps to progress my career further.” **Mentee**

“I was mentoring one person and I was able to motivate, encourage and give her confidence to apply for jobs that she would have normally ruled out.” **Mentor**