



# Staff Mentoring Programme



The CPD award winning Staff Mentoring Programme supports participants to maximise their potential, increase their contribution and confidence at work and manage change in challenging times.

## Programme Aims, Components and Timing

- Increase self-awareness
- Improve confidence
- Expand networks
- Explore career aspirations and options
- Increase awareness of wider sector issues
- Enhance understanding of Unconscious Bias, Equality, Diversity and Inclusion

The programme runs for a period of 9 months each year starting with a “Welcome” in September, a programme briefing and mentoring skills session for Mentees and Mentors, five meetings with a mentor, four accredited, online group workshops; from 2021, a strengths-based psychometric report with Strengthscope® and face-to-face regional HDN-wide networking events and a national celebration once the programme ends in June.



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## Why do people become mentors?

Mentors are experienced professionals of senior and middle management levels, who want to share their time to support others. Often because of the support and inspiration they themselves have received earlier in their career, people want to “give back”.

Benefits of being a mentor include:

- Sharing their knowledge, expertise and experience
- Practicing and developing their coaching and mentoring skills
- Opportunity to gain a better understanding of people development
- Opportunity to continue their own learning and personal development
- Contributing to corporate social responsibility work

## Why do people become mentees?

Mentees join the programme for many reasons including:

- To gain confidence and build resilience
- To explore their options for development, current work and future opportunities
- To learn new skills and build on current skills
- To meet new people from the sector and share learning



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## What we look for in a Mentee

- > Is committed to their personal development i.e. understands they will need to attend and make time for all the components and activities of the programme
- > Has the full support of their line-manager to be fully present in online workshops
- > Values Equality, Diversity and Inclusion and the opportunity to learn more about discrimination impacts people
- > Is open to the support, guidance and ideas provided by the programme and their mentor
- > Will be proactive, prioritise and take responsibility for arranging their meetings with their mentor
- > Will respect others i.e. other mentees, facilitators and mentors time and give of their best



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## What mentees think of the programme

“ I absolutely loved being on the programme! I learned so much about housing, the future of housing, and other mentee's experiences of housing. It helped me to realise that I am a powerful woman in my own right and I have the drive and ambition to succeed in anything I put my mind to. ”

“ It is an exciting and energetic experience that I would recommend to all individuals within my organization as it is an investment in yourself. An opportunity to discuss ideas, barriers, best practice, learn from other mentees and build networks within the enlightening and inspired mentoring classes. ”

## Mentees Praising our Mentors

I'd like to say a huge heartfelt thanks to my mentor, she really made the difference to my experience on this mentorship programme, THANK you

Thank you to my fantastic mentor. You've help me to achieve what I entered the programe to do, we seemd to click straight away and I feel like I've gained a friend through our journey together