



Staff Mentoring Programme 2024 – 2025

Briefing Session

Sep 2024

welcome!

Thank you for joining us in the Staff Mentoring Programme



[Back to Agenda Page](#)

A graphic element consisting of two chevron shapes. The top chevron is teal and points downwards. The bottom chevron is lime green and points upwards, partially overlapping the teal one.

*"A mentor is someone
who allows you to see the
hope inside yourself."*

Oprah Winfrey

Ground Rules

We want to create a safe space in which we can work and learn together:

- Treat everyone with respect
- Be considerate of diverse personal experiences, backgrounds and needs
- Encourage each other to contribute
- Challenge ideas, not individuals
- Ask questions, share your views and give feedback
- Keep your **video on** and audio off unless speaking



What we will cover today...

- Introductions (yourselves, myself & HDN)
- How we will work together
- HDN Programme overview
- Hear from a former mentee
- Role of mentees & mentors
- Prepare for your first meeting/s with mentors
- Session dates
- Final Questions



[Back to Contents Page](#)



we just want to fire
you up for the
opportunity

Hopes

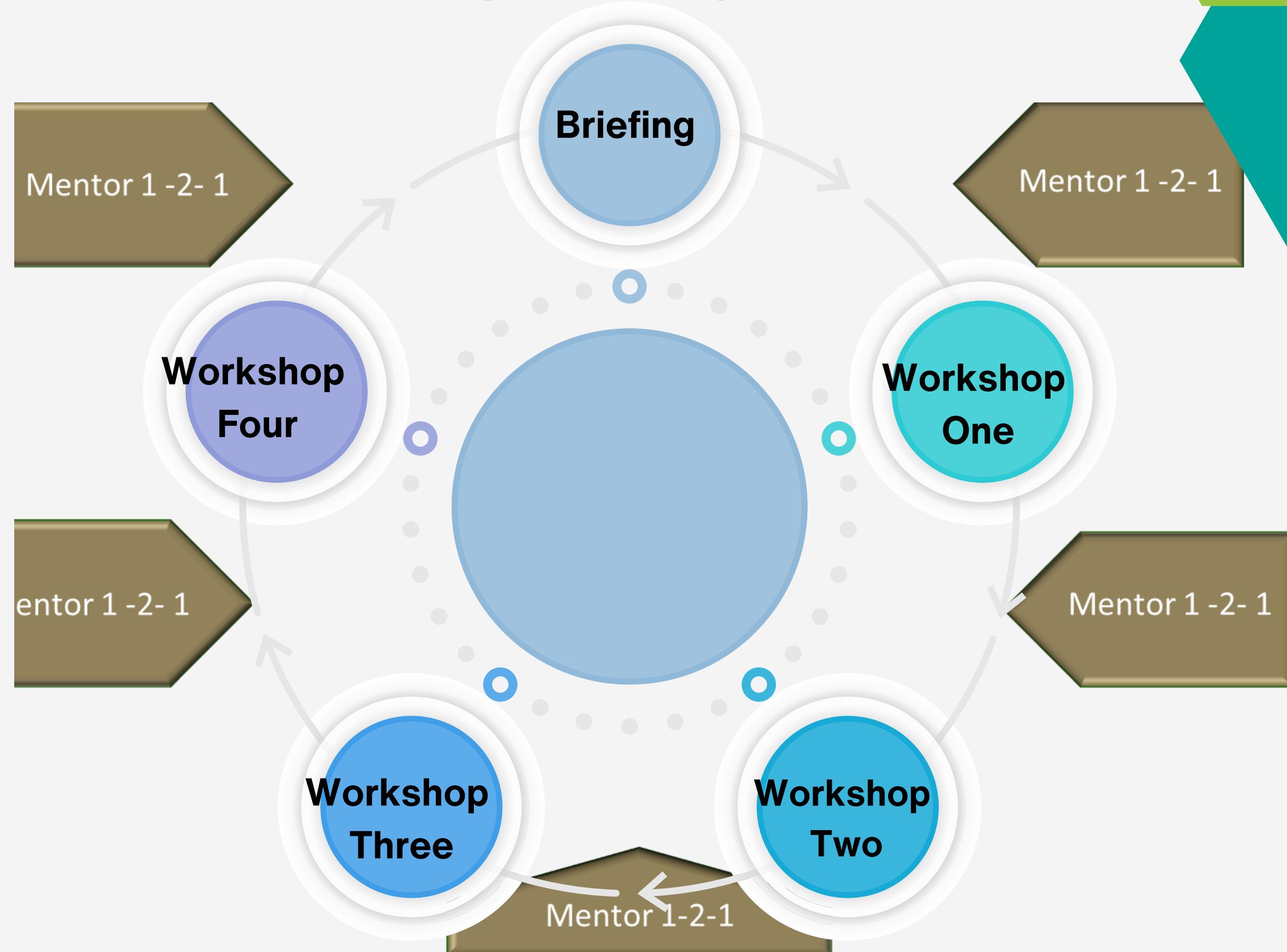
fears



<https://ahaslides.com/P3ZVZ>

[Back to Contents Page](#)

Staff Mentoring Programme



Curriculum

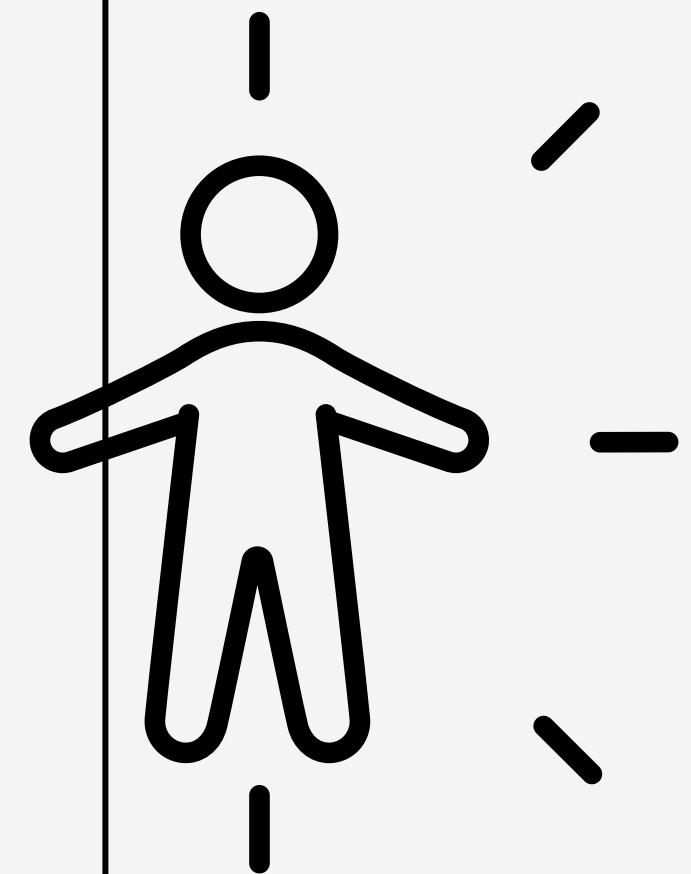
Briefing	Introduction and getting the most out of the programme
Workshop 1	Getting to know YOU
Workshop 2	Understanding your environment
Workshop 3	Challenges and opportunities
Workshop 4	Moving forward



Workshop 1

Getting to know YOU

- Reflect on your current knowledge, skills.
- Growing the skills, qualities will make you successful in the changing work of housing.
- Taking responsibility for your development .
- Valuing yourself



Workshop 2

Understanding your environment

- Understanding different people and styles
- Managing productive relationships.
- Building work life balance

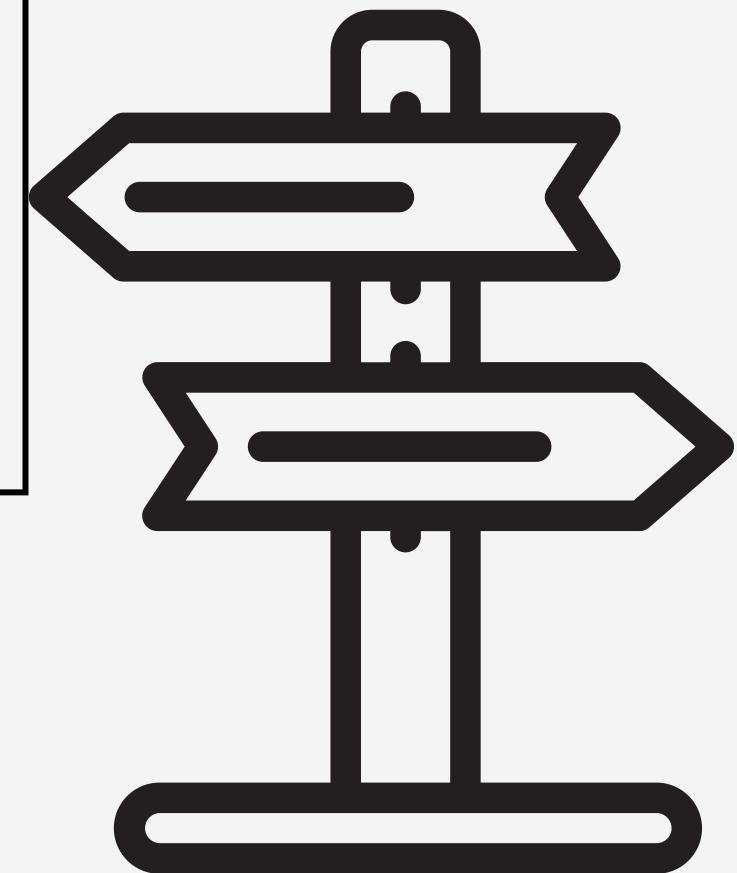


[Back to Contents Page](#)

Workshop 3

Challenges and Opportunities

- Managing change.
- Understanding major changes in the sector.
- Identify ways to respond positively to change



Workshop 4

Moving Forward

- Understanding what organisations looking for.
- Presenting your skills and achievements
- Reviewing your learning and planning next steps



Mentoring programme Outcomes

Learning outcomes

- Increase self-awareness
- Improve confidence
- Expand networks
- Explore career options
- Widen sector knowledge
- Gain deeper understanding of EDI



[Back to Contents Page](#)

Mentoring programme Outcomes



Additional subject areas

- Teamwork
- Listening and communication
- Strategic thinking
- Presentation skills
- Personal resilience
- Leadership
- Managing change

[Back to Contents Page](#)



HDN
YOUR NETWORK
TO DIVERSITY

Housing Diversity Network is a social enterprise that aims to inspire and empower people, promoting equality, diversity and opportunity for all. We work collaboratively to support organisations to improve how they address inequality, get the most from their staff and meet the needs of the communities they work with.

The Staff Mentoring Programme is our award-winning flagship development programme



[Back to Contents Page](#)

Introducing me!

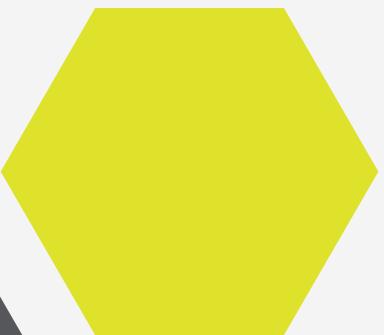


Ruth Gray

Mentoring Programmes
Coordinator

- 2 years running this programme
- 15 years running volunteer led personal development projects
- Passionate about developing others and volunteering
- Proud Bradfordian
- Girlguide

Breakout Room Introductions



[Back to Contents Page](#)

- Introduce yourselves
- Why are you on this programme?
- Find the most unusual thing you all have in common



Your Mentor

- Has **volunteered**
- Is taking time away from their 'day job' to support and help you develop
- Is not necessarily a 'technical specialist' or 'expert'
- Will ask, guide, encourage, suggest and coach



Break

see you in 10
minutes!

[Back to Agenda Page](#)



Getting the most out of the programme



*"I've always believed that if you put in the work,
the results will come"*

Michael Jordan

**Step outside your comfort zone and challenge
yourself; this is a personal journey of improvement**

Getting the most out of the programme

Advice from previous mentees

**Enjoy and
embrace it**

**Have a
positive
outlook**

**Don't be
afraid to
speak**

**Challenge
yourself**

Be patient

Have fun!

**Always
remember
'I can'**



[Back to Agenda Page](#)

Getting the most out of the programme

Advice from previous mentees

“Have a positive outlook”

“Don’t be afraid to speak”

“Enjoy and embrace it”

“Have fun!”

“Always remember ‘I can’”

“Be patient”

“Challenge yourself”



Getting the most out of the programme

Advice from previous mentees

“Share your experiences”

“Be open-minded”

“Be persistent”

“Have goals in mind”

“Be willing to stretch”

“Learn from others”



Tools

Some of the tools you can use during the programme:

- Strengthscope
- Discounted CIH membership
- Recognising areas of growth
- Setting Goals
- Reflections
- Accountability



CIH membership

A great offer to join the Chartered Institute of Housing for the year of this programme.

Please email mentoring@housingdiversitynetwork.co.uk by the 1st December with your name and email to take up this great offer.



Strengthscope®

Strengthscope® report will help you to enhance your performance and energy at work by improving your understanding of:

- Your unique combination of strengths and how to develop these to achieve exceptional results
- Positive ways of working that will improve your confidence, motivation and success in any situation
- Overdrive risks and how to reduce them



[Back to Agenda Page](#)



GROW



G

WHAT IS YOUR GOAL?

What do you want to improve?

R

WHAT IS THE REALITY?

What is your current situation?

O

WHAT ARE YOUR OPTIONS?

Think of your questions: how,
what, where, when and why

W

WHAT IS THE WAY FORWARD?

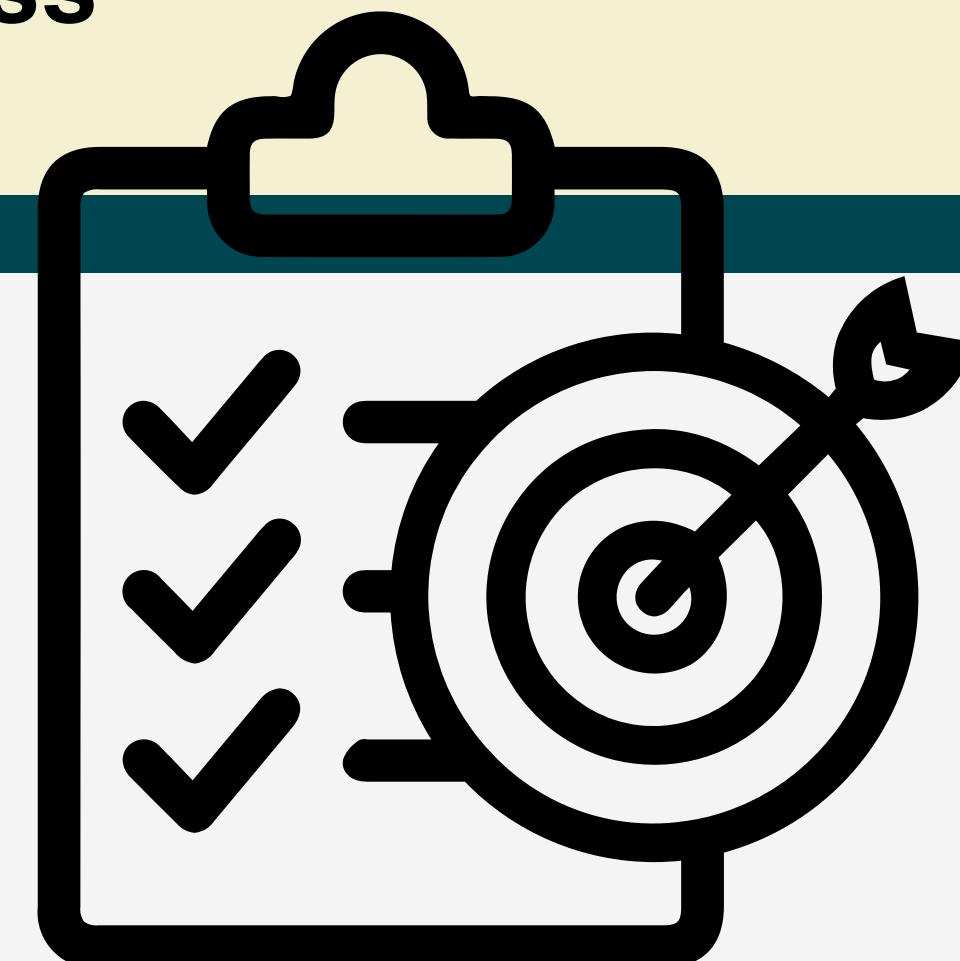
What WILL you do?

Goal Setting

[Back to Agenda Page](#)

- Essential psychological tool to focus the mind
- Helps you plan the process to move it from dream to goal
- Gives you a way of measuring your success

- Be positive
- Use SMART targets
- Break it down into bitesize actions
- Commit to the change



Goal Setting

[Back to Agenda Page](#)

Long term Goals

- Get a certain position or role
- Get a qualification
- Change career
- Implement a big change at work or home

Short Term Goals

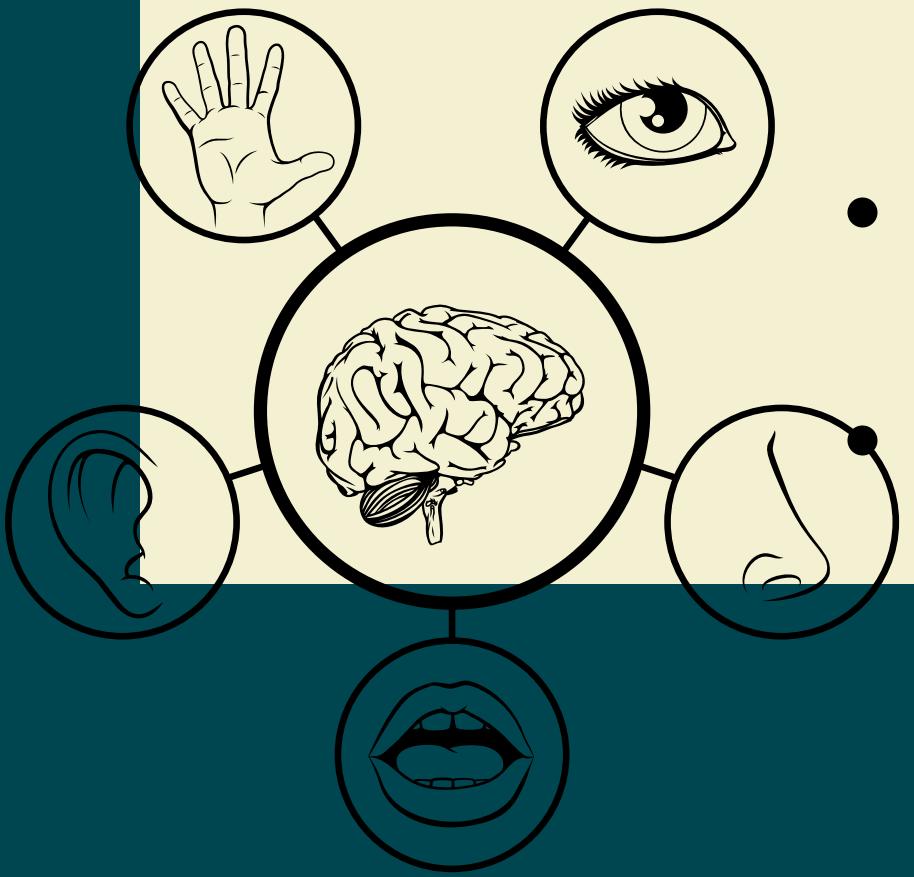
- Gain confidence
- Increase network
- Find out my options
- Improve public speaking
- Get the most out of this project

Visualisation

[Back to Agenda](#)

- Find somewhere quiet
- Imagine your best life
- Immerse yourself in the image, using all your senses and your emotion
- Write down as much as you can

Repeat



Reflecting

Reflective practice is a good habit to get into. It can help us see what to do next, not get stuck on things that go wrong and improve our work.

What went well?

What went wrong?

What will I repeat?

What I have learnt?



[Back to Agenda Page](#)

Breakout Room Intentions & Accountability Partners



[Back to Contents Page](#)



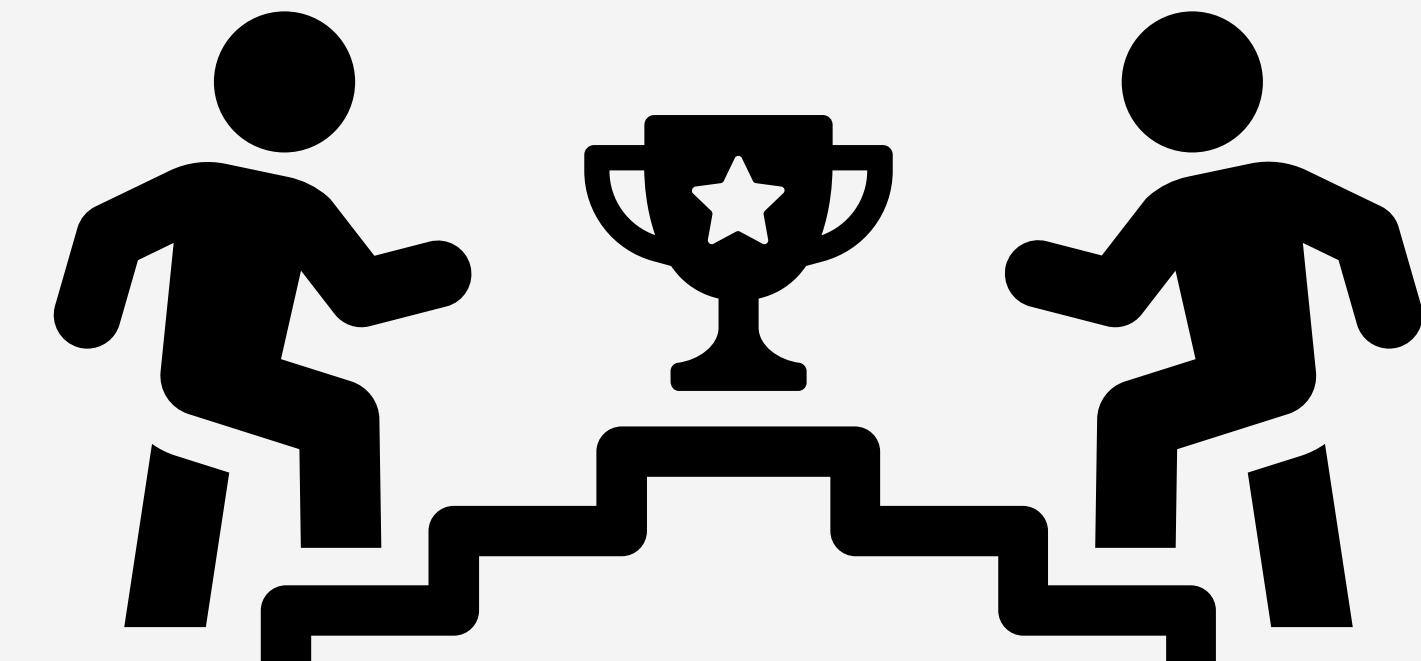
- Introduce yourselves
- Tell them something you are good at
- What is your goal for the year
- Swap details

Competitions and Prize Draws

Monthly Prize draws - attendance and feedback - win HDN notebooks, relevant books - it is a surprise each month!

Workshop competition - each of the 4 workshops will launch a competition - winners announced after the closing date - judged by our staff and associates - chance to win a ticket to our conference next year.

[Back to Agenda Page](#)



Feedback



[Back to Agenda Page](#)

Questions?



If you think of something later, please contact us on:

mentoring@housingdiversitynetwork.co.uk

[Back to Contents Page](#)