



Staff Mentoring Programme 2024 - 2025

Briefing Session

Sep 2024



welcome!

Thank you for joining us in the Staff Mentoring Programme



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"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



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we just want to fire
you up for the
opportunity

Hopes

fears

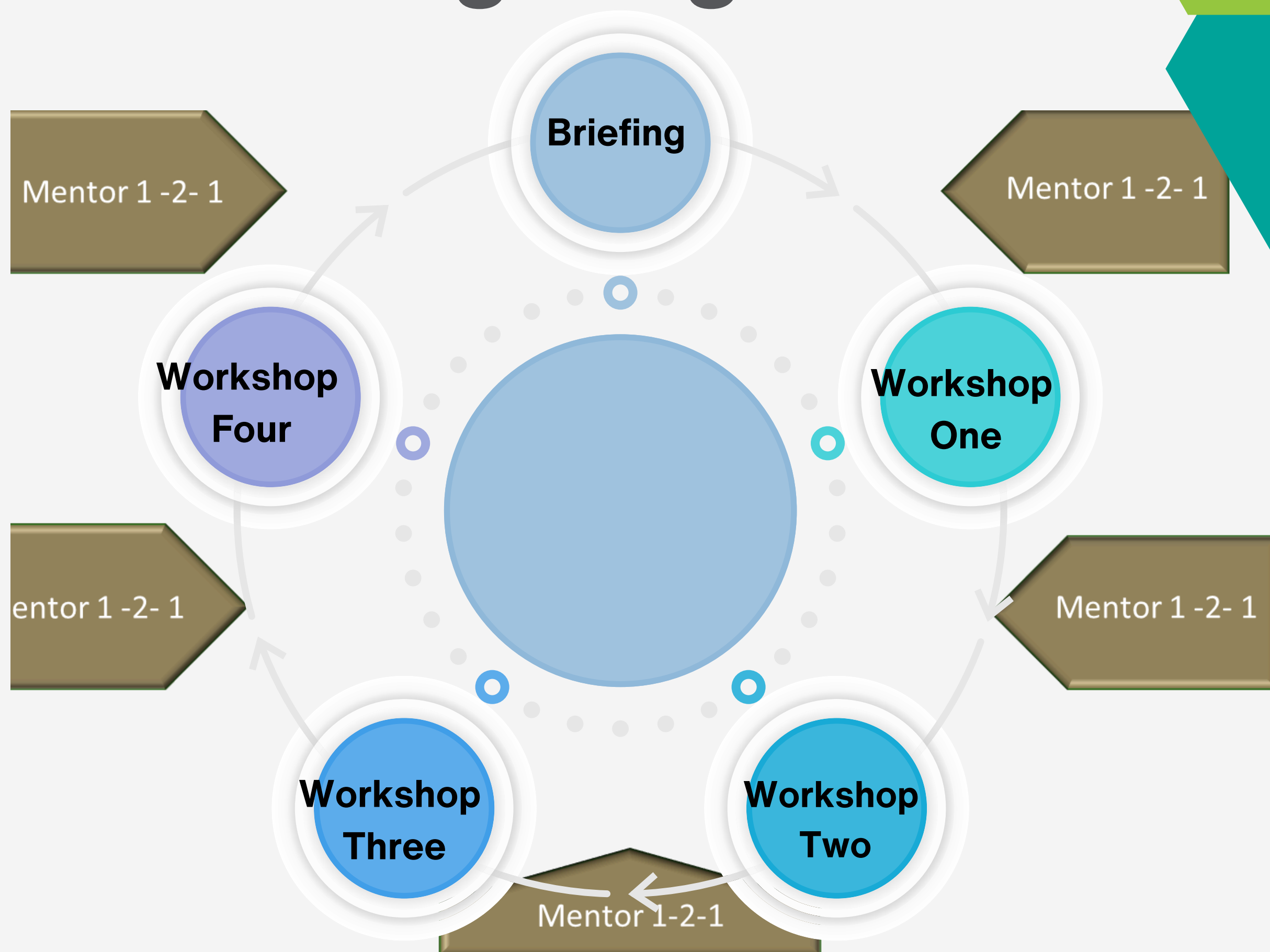


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Staff Mentoring Programme



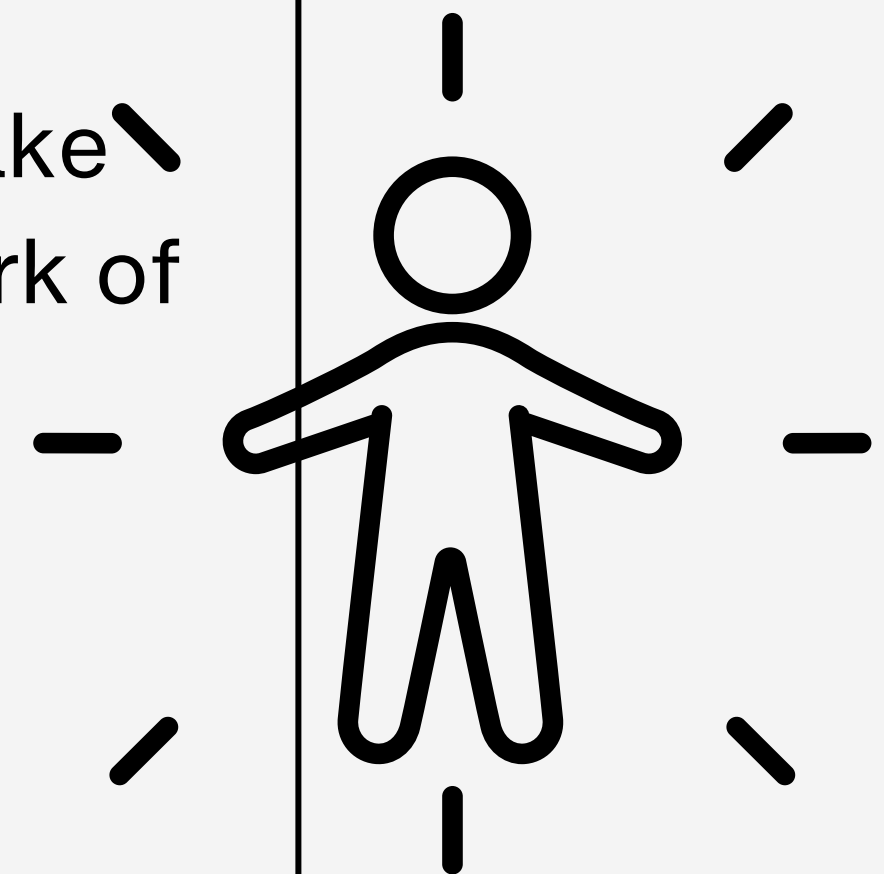
Curriculum

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

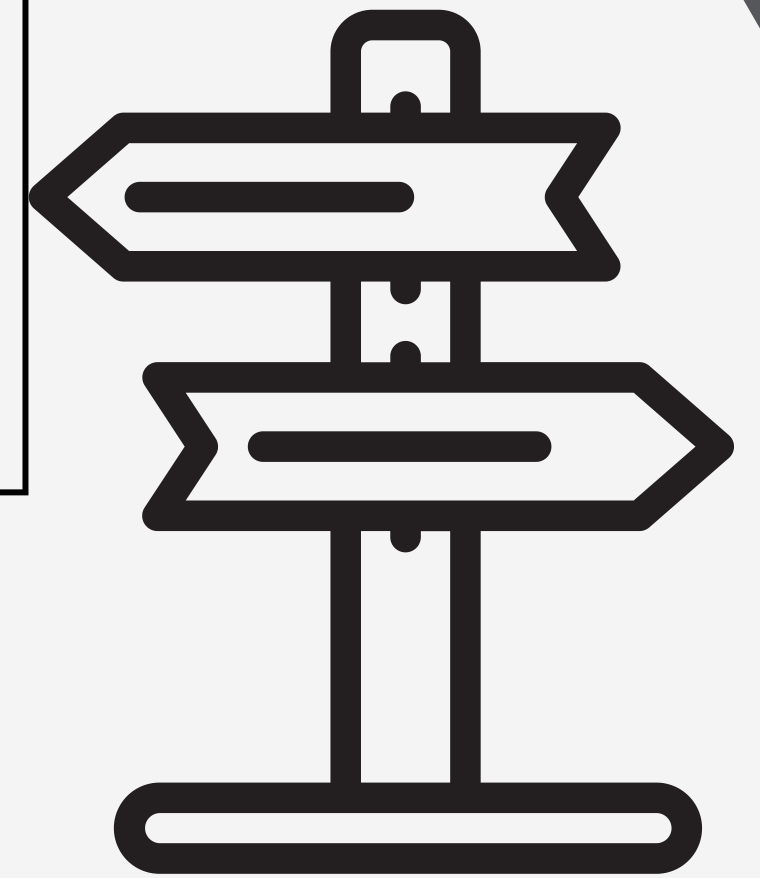
- Understanding different people and styles
- Managing productive relationships.
- Building work life balance



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 you 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



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Mentoring programme

Outcomes

Additional subject areas

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

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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



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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



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

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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!



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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

**Have a
positive
outlook**

**Enjoy and
embrace it**

**Don't be
afraid to
speak**

**Challenge
yourself**

Be patient

Have fun!

**Always
remember
'I can'**



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Getting the most out of the programme

Advice from previous mentees

**“Have a
positive
outlook”**

**“Enjoy and
embrace it”**

“Be patient”

“Have fun!”

**“Challenge
yourself”**

**“Don’t be
afraid to
speak”**

**“Always
remember
‘I can’”**



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



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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?

GROW



Goal Setting

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- **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

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Long term Goals

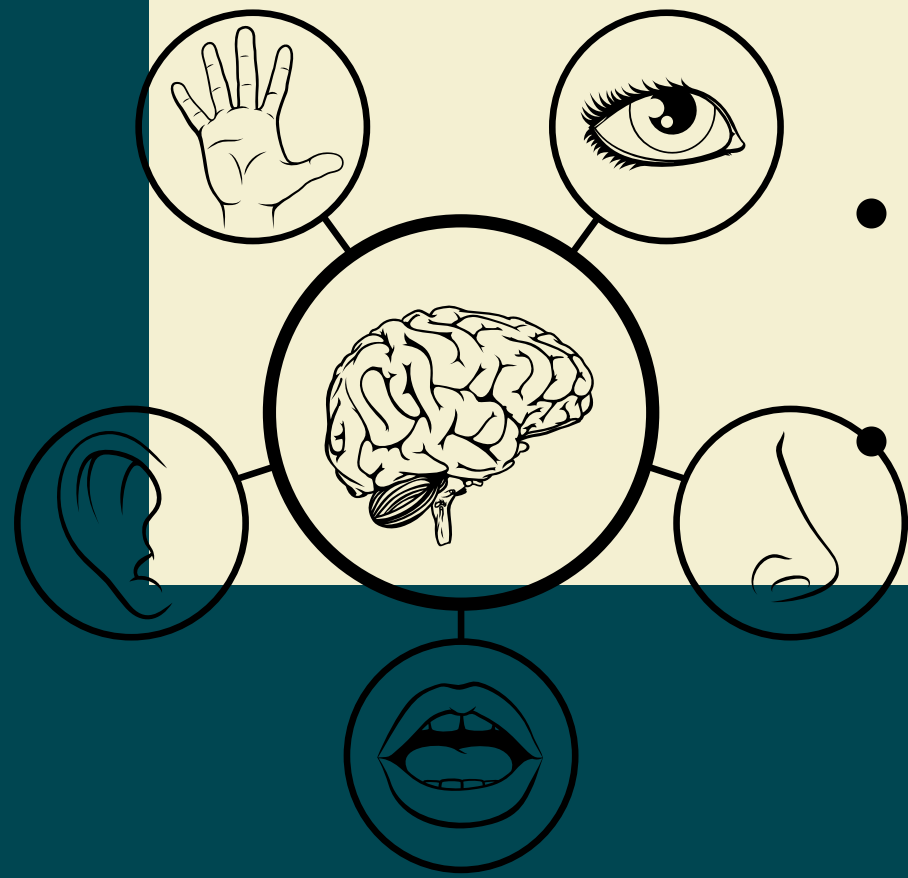
- **Get a certain position or role**
- **Get a qualification**
- **Change career**
- **Implement a big change at work or home**

Short Term Goals

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

Visualisation

- 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?



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Breakout Room Intentions & Accountability Partners



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

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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.

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Feedback



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Questions?



If you think of something later, please contact us on:
mentoring@housingdiversitynetwork.co.uk

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