



# Staff Mentoring Programme 2022 – 2023

Briefing Session

Sept 2023



# Welcome

Thank you for joining us in the Staff Mentoring Programme



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# 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

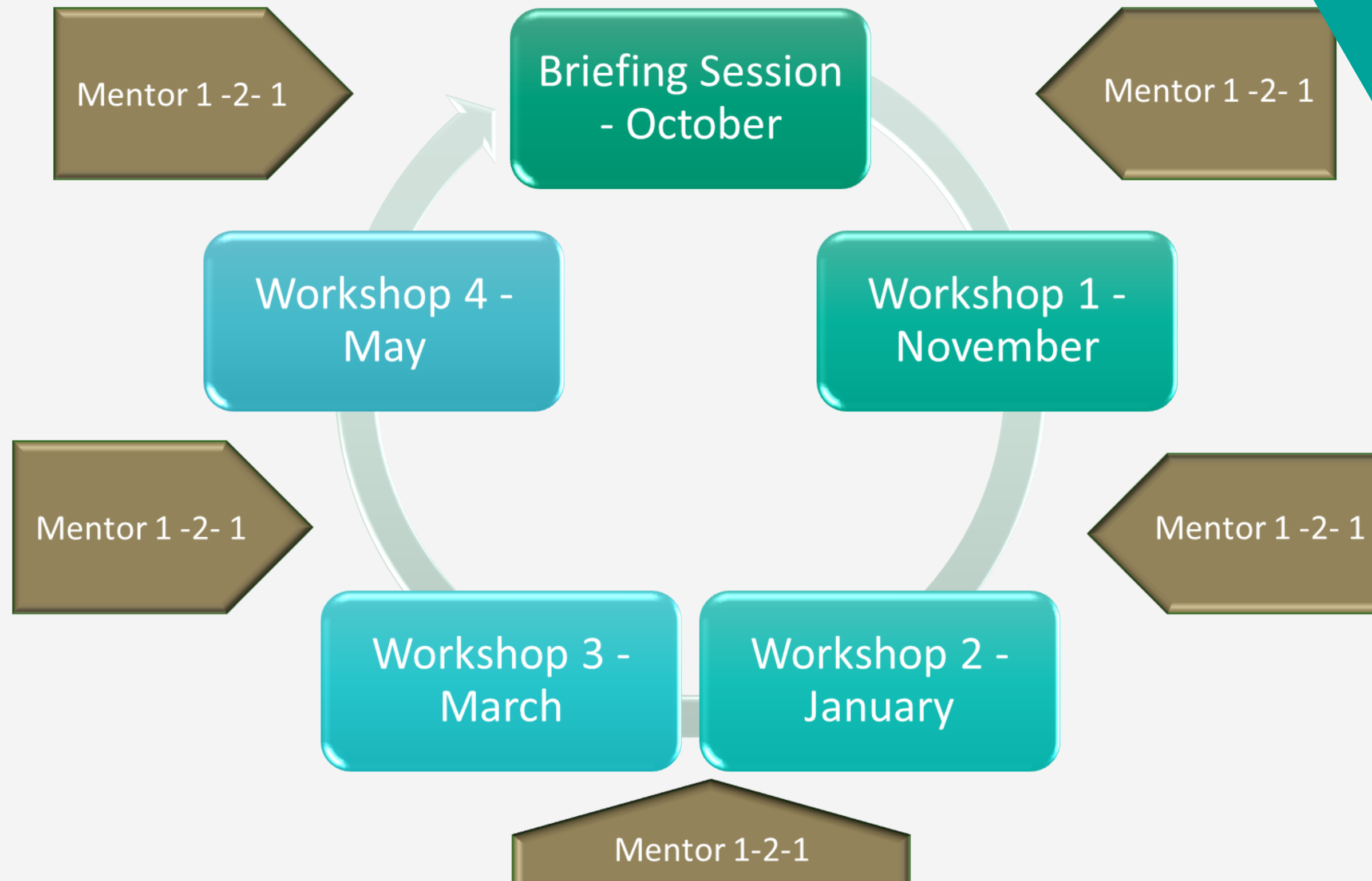


**<https://ahaslides.com/P3ZVZ>**

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# Staff mentoring programme



# Curriculum

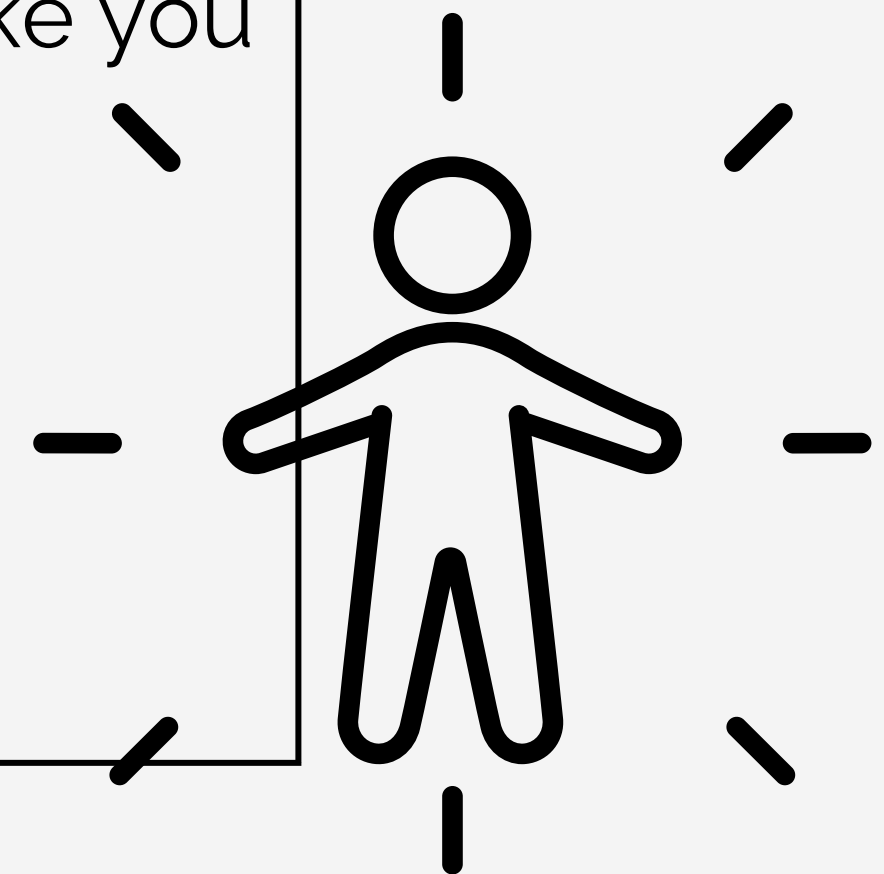
Briefing	Introduction and getting the most out of the programme
Workshop 1	Getting to know YOU
Workshop 2	Understanding your environment
Workshop 3	Challenges and opportunities
Workshop 4	Moving forward



## Workshop 1

### Getting to know YOU

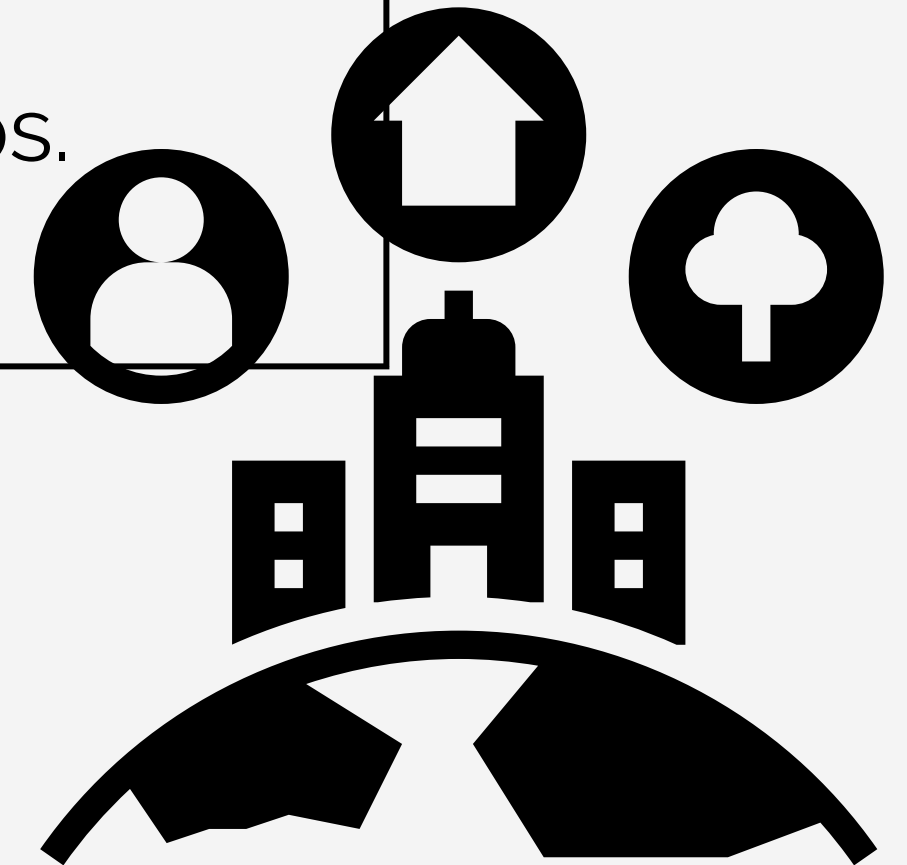
- Reflect on your current knowledge, skills.
- Growing the skills, qualities will make you successful in the changing work of housing.
- Taking responsibility for your development .
- Valuing yourself



## Workshop 2

### Understanding your environment

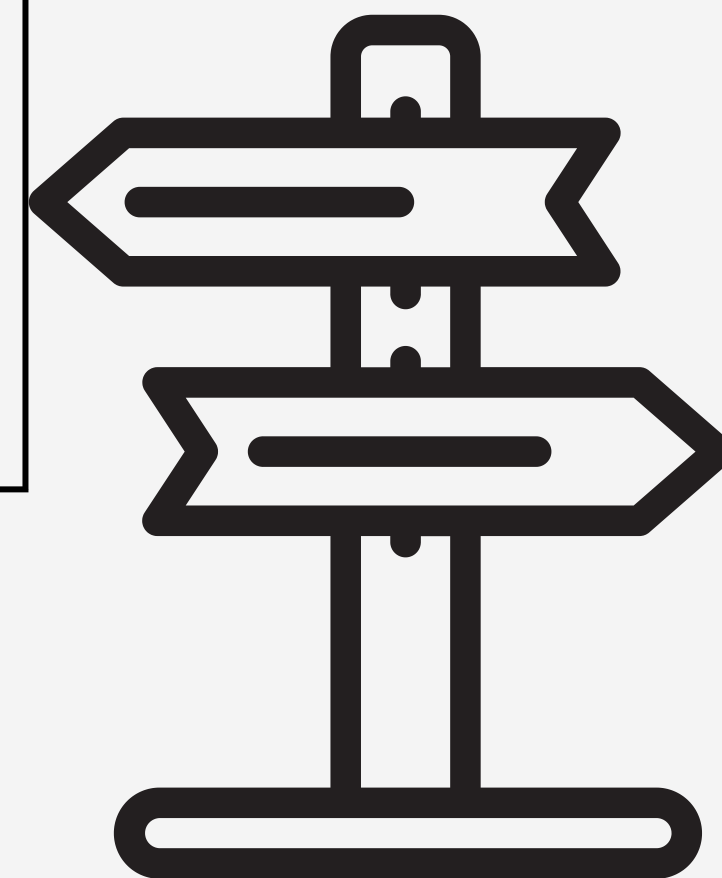
- Understanding different people and styles
- Managing productive relationships.
- Building work life balance



## 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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# 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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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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# the team



Moreen Pascal

Programmes Manager



Ruth Gray

Mentoring Programmes  
Coordinator



Sheila Oredun

Programmes Assistant

# 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



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# getting the most out of the programme

**Enjoy and embrace it**

**Have a positive outlook**

**Don't be afraid to speak**

**Challenge yourself**

**Be patient**

**Have fun!**

**Always remember 'I can'**



# getting the most out of the programme

**Share your experiences**

**Be open-minded**

**Be willing to stretch**

**Have goals in mind**

**Be persistent**

**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](mailto:mentoring@housingdiversitynetwork.co.uk) by the 1st December with your name and email to take up this great offer.

only £75 for  
the year





# 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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We will send your invites by email in the first week of November

# 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

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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

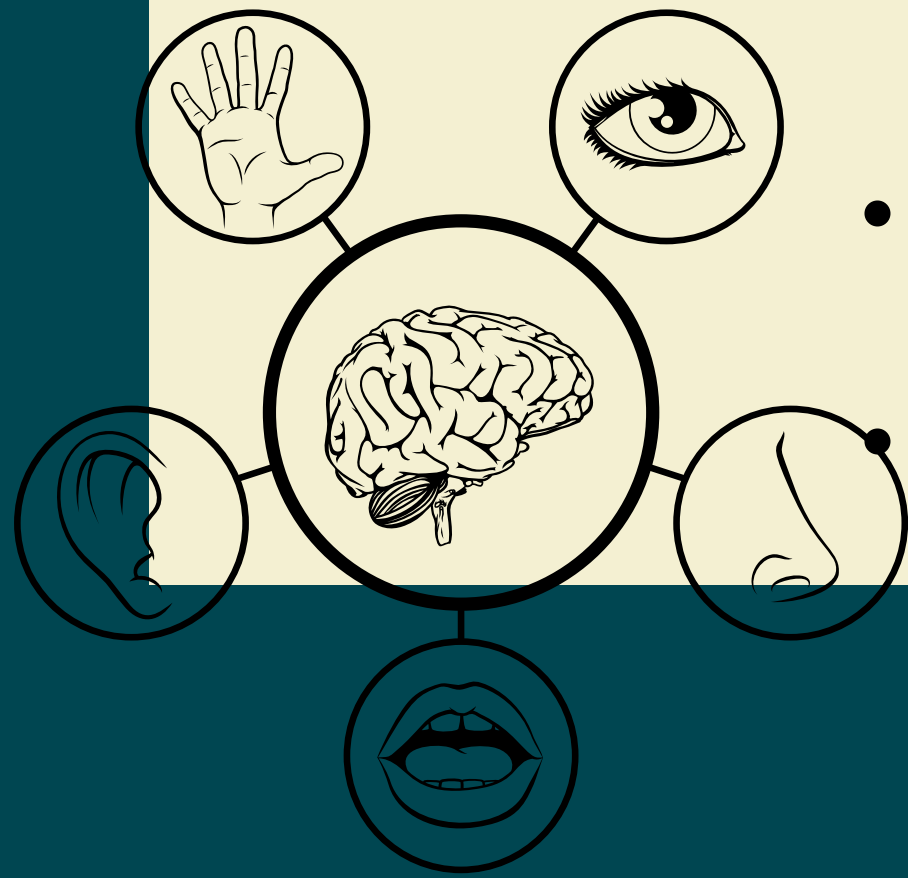
- **Get a certain position or role**
- **Get a qualification**
- **Change career**
- **Implement a big change at work or home**

## 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?



# 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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# Feedback



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# Questions?



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

[mentoring@housingdiversitynetwork.co.uk](mailto:mentoring@housingdiversitynetwork.co.uk)

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