




# **HDN Mentoring Programme Class One – “Getting to know you”**

**Welcome!**

**Sue Waterall**

# Groundrules

- Ask any questions
  - Respectful challenge
  - Share any concerns
  - Be open to learning different things
  - Lean in ... reach out ... embrace ....
  - And have fun!
- 

# Questions, concerns, issues



**Please contact me!**


Sue Waterall

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# Objectives for today

- To establish your personal network
  - To take ownership for your development and mentoring journey
  - To understand what the current challenges are within the housing sector
  - To recognise achievements and transferable skills
  - To reflect on personal style and preferences
- 




# Which jelly bean are you?

**Now?**




**In 2  
years?**

# How the programme works

- Each mentee is provided with five 1:1 sessions with an 'off-line' mentor
  - Mentees and mentors have an opportunity to network with people from outside of their organisation
  - Mentees attend 4 professional development classes, combining skills-based learning with expert speakers from housing and other related sectors
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# So to summarise:

- 1/3 – Classroom learning x 4 workshops
  - 1/3 – Mentoring support x 5 sessions
  - 1/3 – Actions you choose to take
- 



# Networking





# Please welcome:

Hugh Owen

Director of Strategy & Public Affairs

Riverside



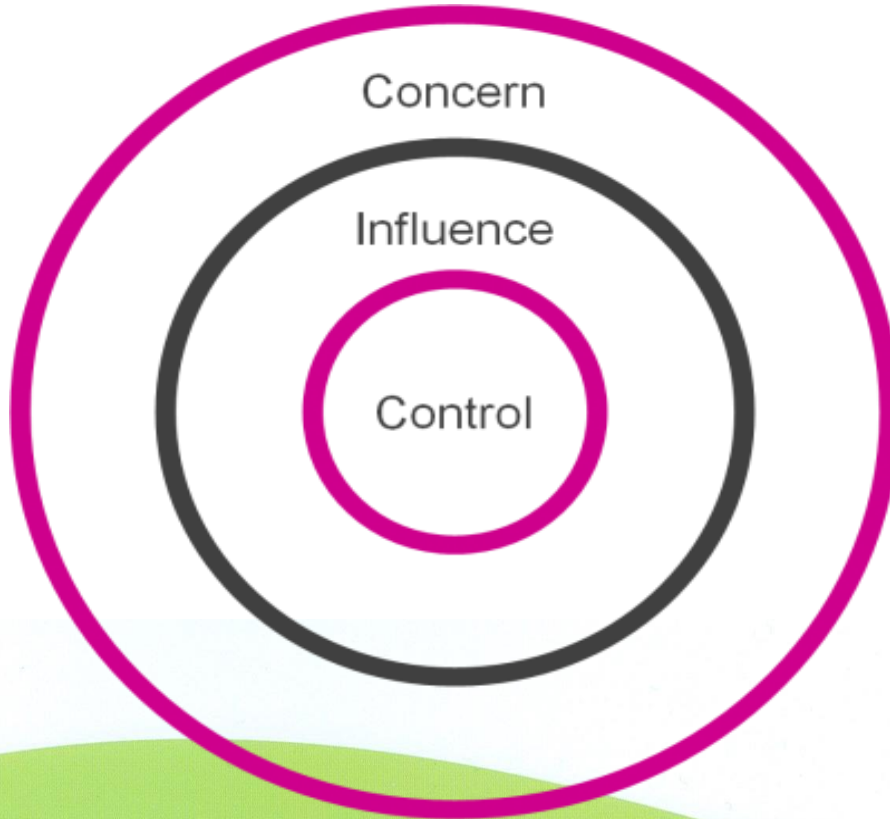
# Please welcome:



Sophie Heneghan  
Riverside



# Circle of Influence



Which elements of:

- Your job
- Your development
- Your career

do you have control over?

What more could you do to influence those areas in a positive way?

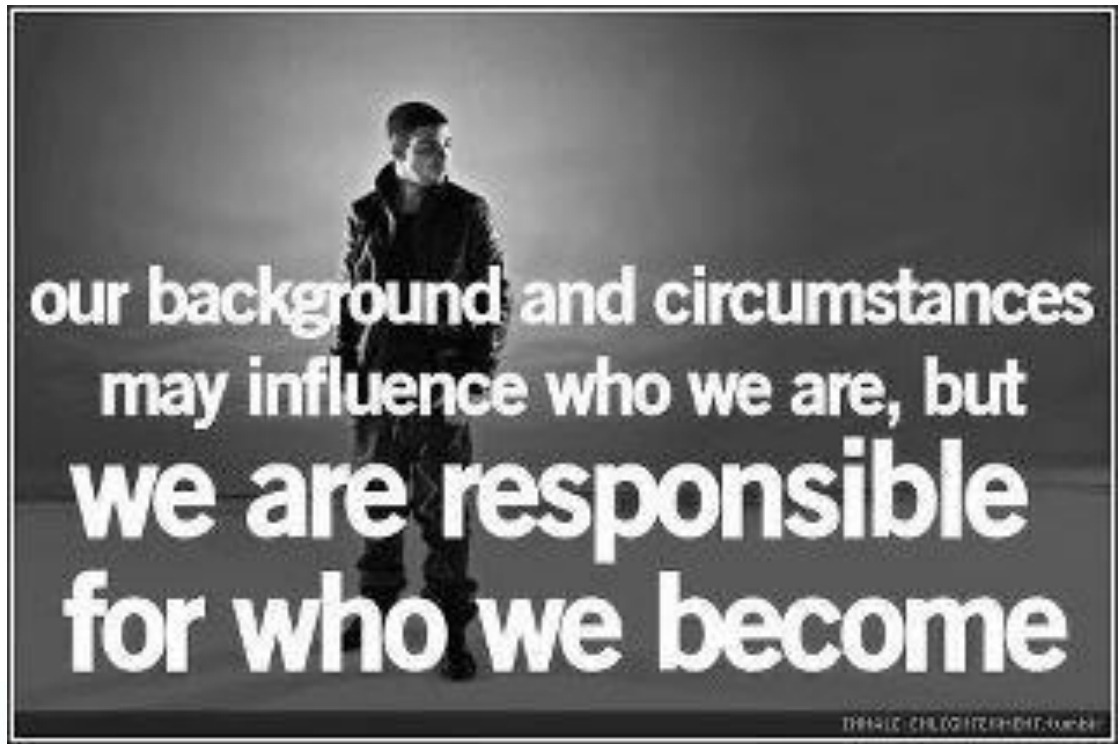


"I don't believe in  
circumstances.

The people who get on in  
this world are the people  
who get up and look for  
the circumstances they  
want, and, if they can't  
find them, make them."

-George Bernard Shaw





our background and circumstances  
may influence who we are, but  
**we are responsible**  
**for who we become**

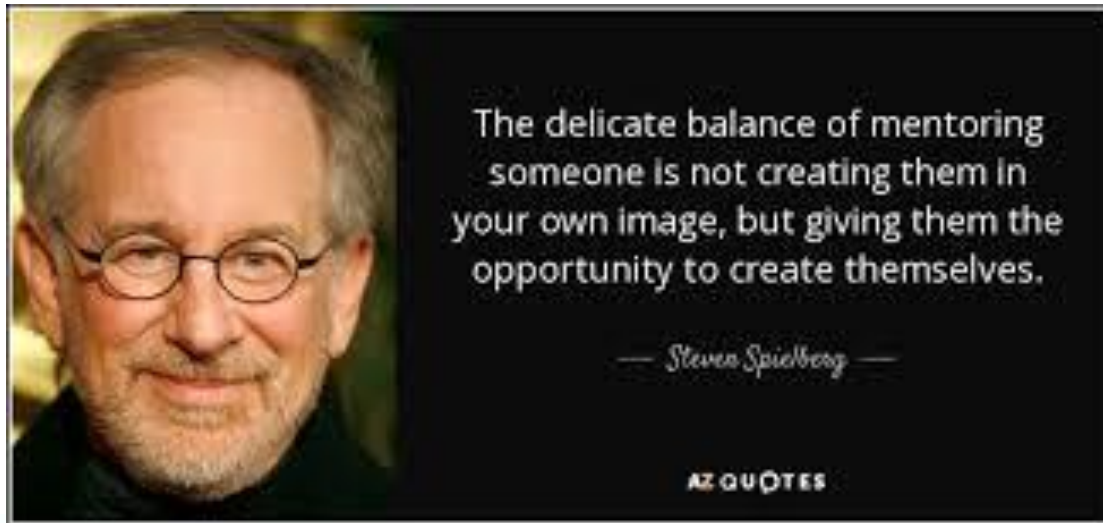
THANK YOU FOR WATCHING



# Taking ownership for development

- Prepare for 1:1 sessions and define your goal
- Contribute in classes and ask questions of speakers
- Network proactively with your colleagues – find out about them, their organisation, share best practice
- Register on HDN website as ‘mentee’ to access materials
- Discuss the programme with your line manager
- Visit another Housing Association
- Ask your mentor for a particular contact
- Look for professional seminars (many are free)
- Search the Internet for new research, articles, books
- Find a role model and ask for half an hour of their time over a coffee
- Above all – TAKE CONTROL!

# The Mentoring Relationship



# Benefits of mentoring

## For Mentees

- Networking opportunities
- Work towards personal objectives
- Challenge own boundaries
- Benefit from others experience
- Gain new insights
- Increase confidence
- Share problems and work towards resolution
- Learn from colleagues
- Develop new relationships

## For Mentors

- Opportunity to share skills and expertise
- Give something back to sector
- Insight into another organisation
- Learn from their mentee
- Develop coaching and feedback skills
- Reflect on own development
- Facilitate workshop sessions



# Mentee responsibilities

## **Please:**

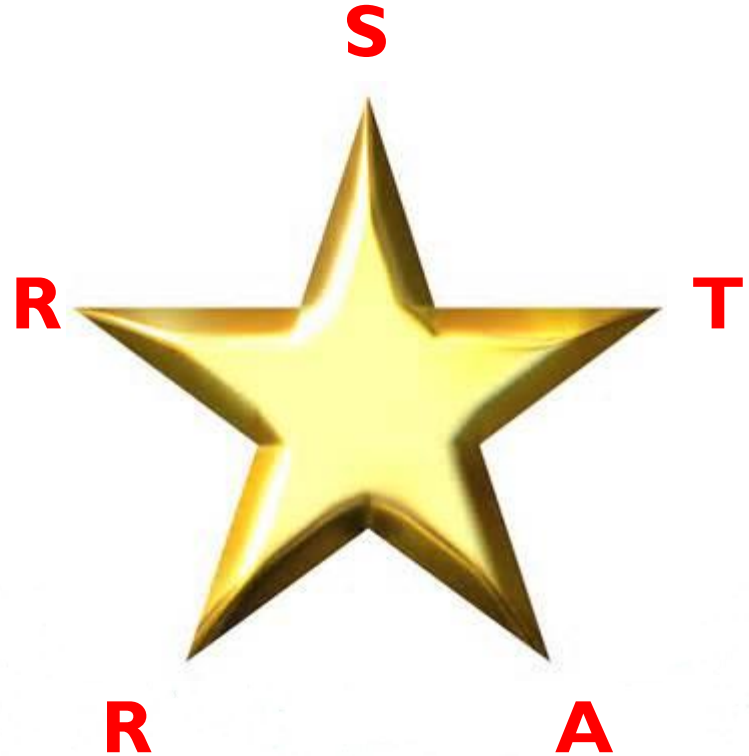
- Respond to emails from HDN and your mentor in good time
- Confirm attendance at workshops when invite is sent out
- Be proactive – schedule meetings with your mentor
- Network with new people outside your organisation
- Take advantage of opportunities that your mentor suggests
- Explore the zone outside of your comfort zone!
- Raise any concerns or issues directly with me
- Arrange your preferred choice of travel by using website of host organisation or asking colleagues on the programme

# Questions so far?



# The **STARR** technique – identifying transferable skills

- Situation
- Task
- Action
- Result
- Reflection



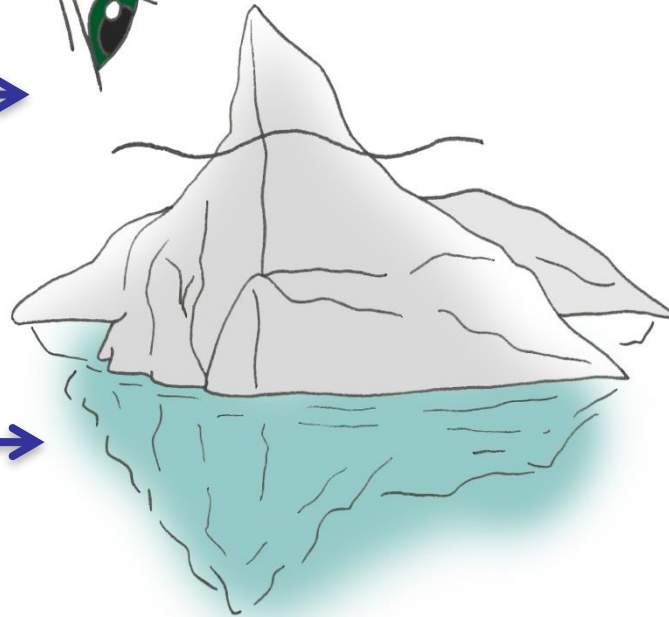
# Working with difference





# How do we see each other?

**Visible**



**Non Visible**




# Seeing things their way



# Personality Performance Indicator (PPI)

## **The questionnaire:**

- a work based personality profiling tool
  - online – you will be sent a link
  - 24 questions
  - confidential – but you may choose to discuss with your mentor, line manager ....
  - use it as a positive springboard for discussion
- 

# DISC model

- **D - Dominance**
  - **I - Influence**
  - **S - Steadiness**
  - **C - Compliance**
- 



# Class dates and venues

## Class 2

**Date:** Monday 4th December 2017

**Time:** 09.45 - 3.45

**Venue: Magenta Living** - Partnership Building, Hamilton Street, Birkenhead, Merseyside CH41 5AA

## Class 3

**Date:** Wednesday 7th March 2018

**Time:** 09.45 - 3.45

**Venue: Progress Housing** - Sumner House, 21 King Street, Leyland, Lancashire PR25 2LW


## Class 4

**Date:** Thursday 24th May 2018

**Time:** 09.45 - 3.45

**Venue: Riverside Housing** - 2 Estuary Boulevard, Estuary Commerce Park, Speke, Liverpool L24 8RF

# What happens next?

- Start to arrange 1:1 sessions with your mentor
  - Put class dates in your diary and flag to Sue if you are unable to make any
  - Discuss the programme with your line manager and ask how they can support you
  - Continue to network with colleagues as you progress through the programme
  - Enjoy learning and having fun!
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# Contact details

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