



HDN Mentoring Programme

Class One – “Getting to know you”

Welcome!

Sue Waterall

Housing Diversity Network (HDN)

Supporting you to:

- attract and grow the best talent
- deliver appropriate, accessible services
- build inclusive communities

Over 80 Members across England – housing associations, ALMOs and local authorities

Over 200 organisations accessing training and consultancy services

Headquartered in Huddersfield



Mentoring Programme Outcomes




Programme Learning Outcomes:

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


Additional Skills Development:

- Team work
- Listening and communication
- Strategic thinking
- Presentation skills
- Influencing and assertiveness


Groundrules

- Ask any questions
 - Share any concerns
 - Be open to learning
 - Lean in ...
 - And have fun!
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Our model and approach

- Each mentee is matched with an 'off-line' mentor
 - 5 one-to-one sessions to be scheduled from October to July
 - Mentees and mentors have an opportunity to network with people from outside of own organisation
 - 4 professional development classes for mentees, combining skills-based learning with expert speakers from housing
 - Mentors invited to facilitate/attend development classes
 - National Celebration Day in June 2019
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Objectives for today

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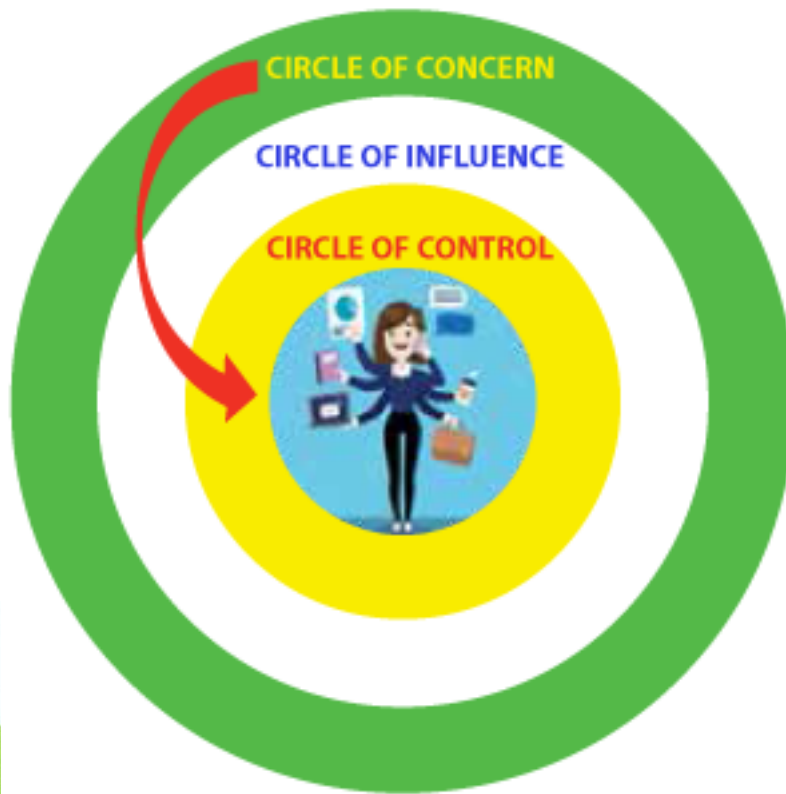
Which jelly bean are you?

Now?



**In 2
years?**

Circle of Influence



Which elements of:

- Your job
- Your development
- Your life

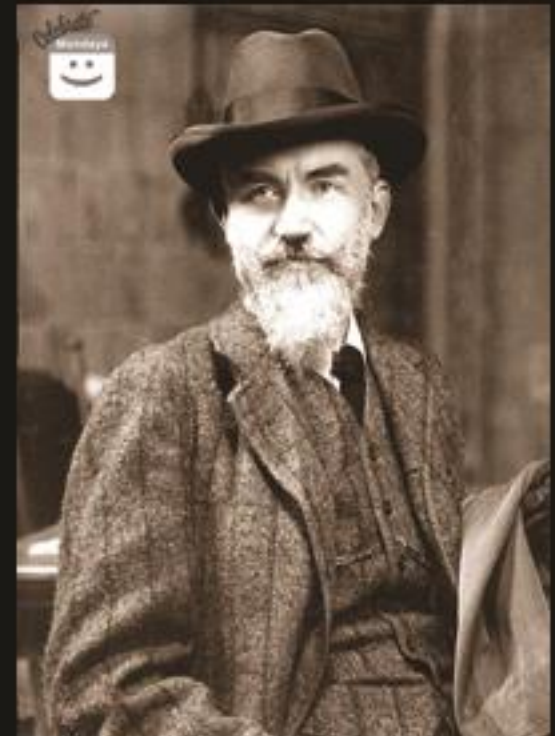
do you control or influence?

Taking control

- Ensure your line manager allows you time for 1:1s and classes - they have signed a supporting statement to say that they will!
- Determine your goals - realistic and specific
- Take advantage of the wider network
- Learning will come from the classes, your mentor, the group, Sue, and you

“People are always blaming their circumstances for what they are. 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



Locus of Control

*“The degree to which individuals believe that outcomes result from their **own** behaviours, or from forces that are external to themselves ”*

External Locus
of control

Internal Locus
of control



Please welcome:

Hugh Owen

Director of Strategy & Public Affairs

Riverside



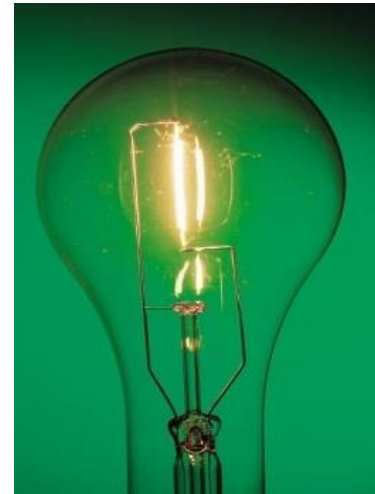
Please welcome:

Carole Rothery and Ali Clintworth
Riverside



High quality mentoring conversations

- **Goal** – where do you want to be?
- **Reality** – where are you now?
- **Options** – how could you get there?
- **Will** – what will you commit to doing?



The STARR technique – identifying transferable skills

- Situation
- Task
- Action
- Result
- Reflection



Introducing PPI



- PPI is a work based personality profiling tool, developed from the original work of Dr. William Moulton Marston
- Both mentees *and* mentors can complete PPI
- Insight for personal reflection and development during the programme
- Personality profiling tools do not measure or predict skills and abilities
- People can develop and use all styles
- Report is confidential

Personality Performance Indicator (PPI)



The questionnaire:

- Completed online via a link
- 24 questions - 5-7 minutes to complete
- There are no right and wrong answers

The report:

- Is approx. 10 pages long
- Measures Dominance, Influence, Steadiness, Compliance
- Profile charts included

Understanding the results:

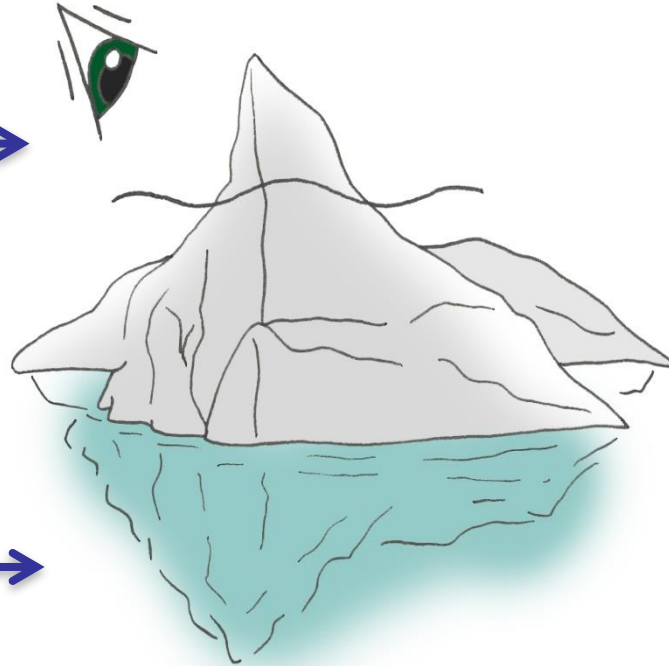
- Class 2 provides more information to discuss
- Opportunity to share and ask questions
- Confidential
- Platform for development

DISC model

- **D - Dominance**
 - **I - Influence**
 - **S - Steadiness**
 - **C - Compliance**
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Working with difference

Visible



Non Visible



Seeing things their way



Taking ownership for learning and 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 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!

Class dates and venues

Class 2

Date: Thursday 6th December 2018

Time: 09.45 - 3.45

Venue: Magenta Living - Partnership Building, Hamilton Street, Birkenhead, Merseyside CH41 5AA^[SEP]

Class 3

Date: Thursday 7th March 2019

Time: 09.45 - 3.45

Venue: Regenda Group – Stage Room, Commutation Plaza, 1 Commutation Row, Liverpool L3 8QF

Class 4

Date: Wednesday 15th May 2019

Time: 09.45 - 3.45

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

Final thoughts and questions?

Sue Waterall

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