




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!
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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
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Which jelly bean are you?

Now?




**In 2
years?**

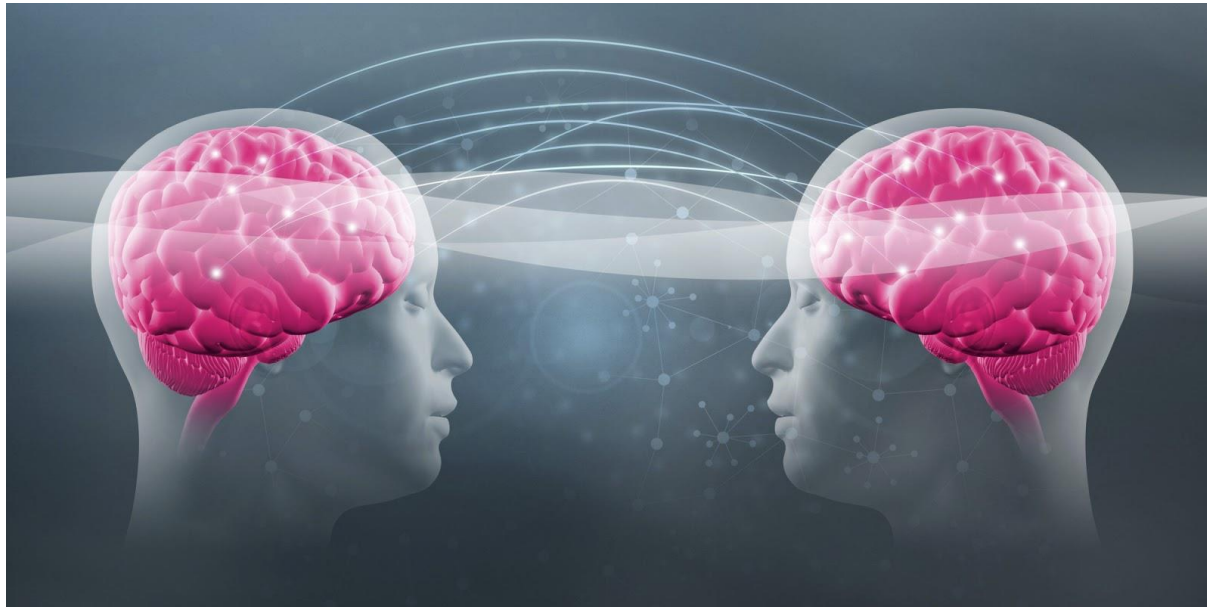
How the programme works

- 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
- 

Questions, concerns, issues



Please contact me!

Sue Waterall

(m) 07939 629781



suew@housingdiversitynetwork.co.uk

Networking



Please welcome:

**Matt Harrison
Chief Executive
Great Places Housing Group**



Please welcome:

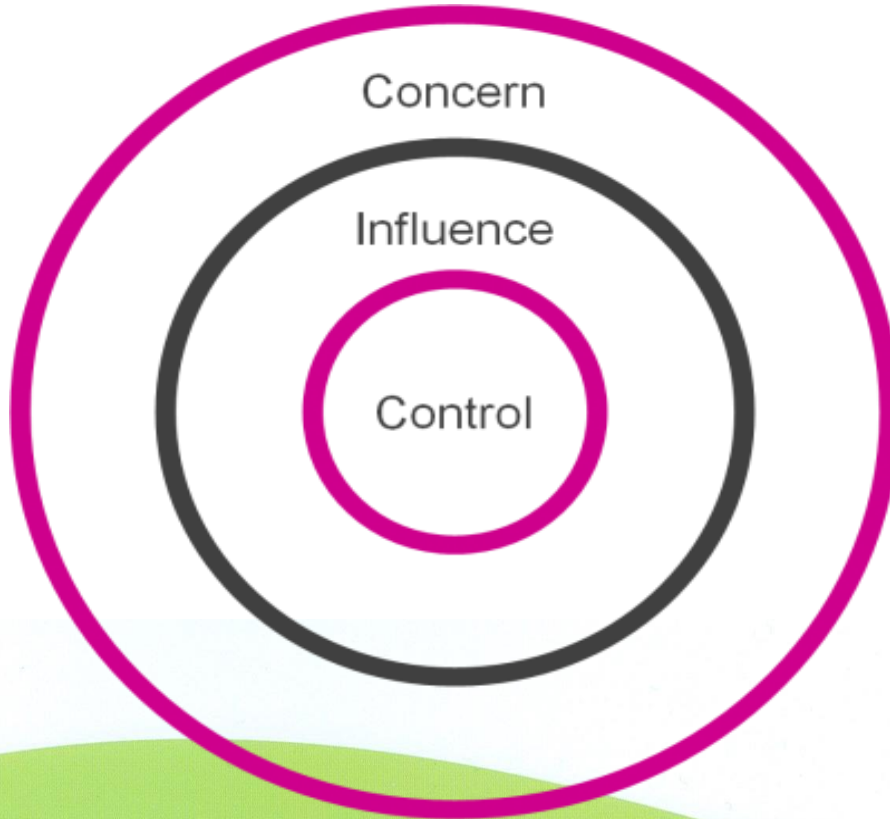
Mike Glennon

Regional Housing Manager

Great Places Housing Group



Circle of Influence



Which elements of:

- Your job
- Your development
- Your career

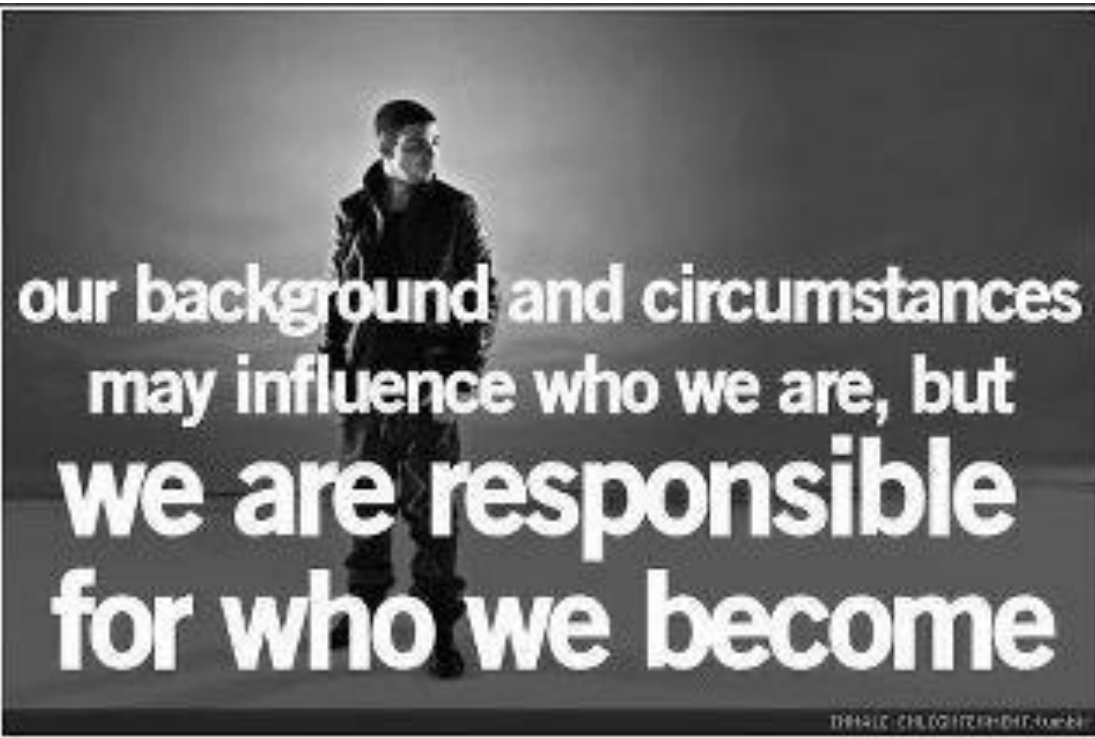
do you have control over?

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

THINK CHILDREN'S RIGHTS

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!

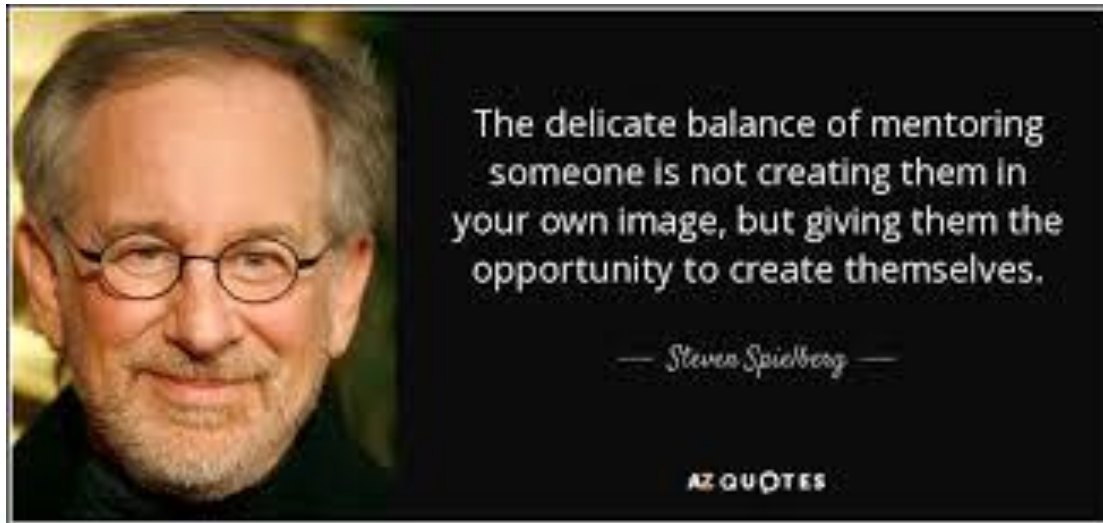
Please welcome:



Anne-Marie Winters
Community Allocations Officer /
Service Improvement Officer
Mosscares St Vincent's



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?

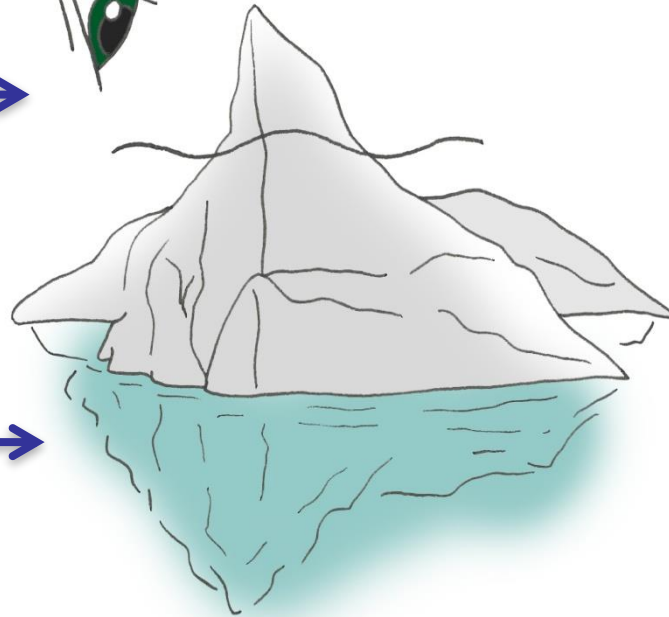


Working with difference



How do we see each other?

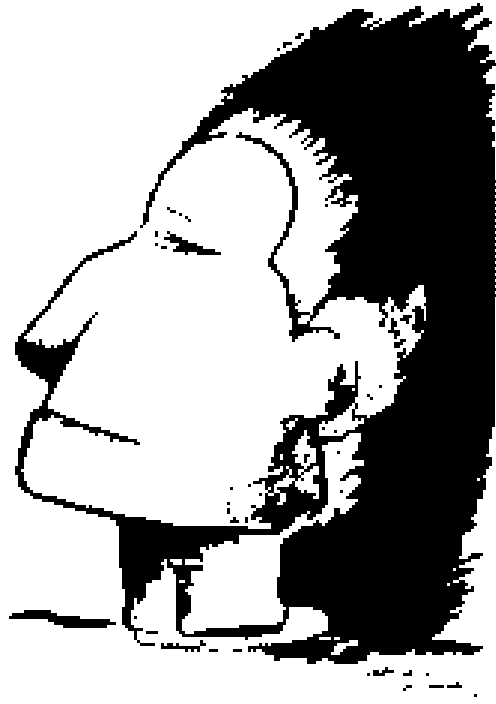
Visible



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
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DISC model

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

Please welcome:

Lizi Marsden and Nicola Parkinson
Great Places Housing Group

Get out of your own way



Class dates and venues

Class 2

Date: Thursday 7th December 2017

Time: 09.45 - 3.45

Venue: Guinness Partnership – 3rd Floor Training Room, Bower House, 1 Stable Street, Oldham OL9 7LH

Class 3

Date: Thursday 8th March 2018

Time: 09.45 - 3.45

Venue: New Charter Housing – Cavendish 249, Cavendish Street, Ashton-under-Lyne, OL6 7AT


Class 4

Date: Wednesday 9th May 2018

Time: 09.45 - 3.45

Venue: Mosscafe St Vincent's – 101 Great Western Street, Moss Side, Manchester M14 4AA

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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