



CIPD | People Management
Awards 2016




HDN Mentoring Programme Class Two


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!
- 

Agenda

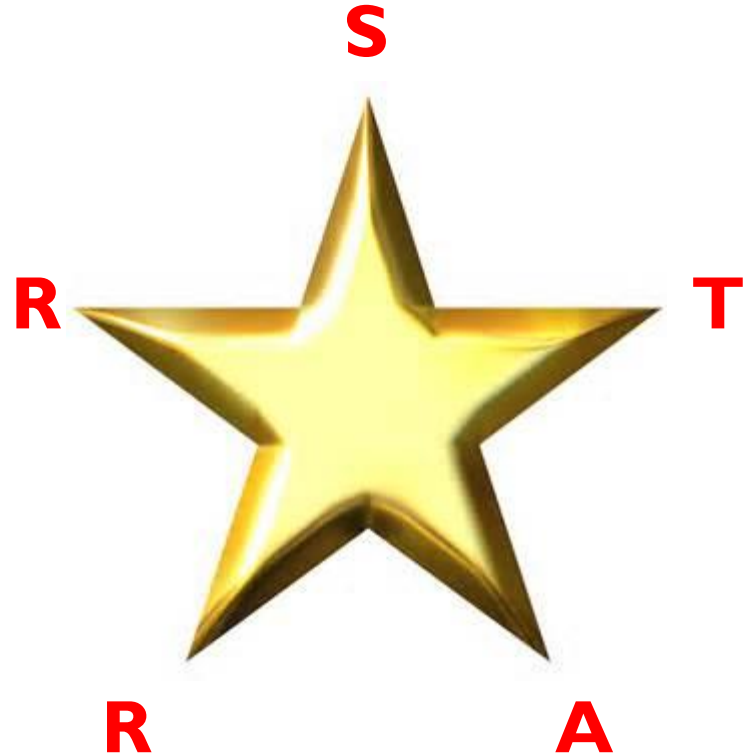
- Warm up
 - Mentoring experiences
 - Leadership – Jamie Martin
 - Lean in to Class 3
 - Making sense of Universal Credit – John Roach
 - Developing Resilience – Joanne Ford
 - PPI – Understanding ourselves and others
- 

Mentoring Experiences



The **STARR** technique – identifying transferable skills

- Situation
- Task
- Action
- Result
- Reflection



Jamie Martin
Head of Community Regeneration
Magenta Living



Being a better you

Lean in to Class 3 ...

Opportunities and Challenges

- An opportunity to embrace the challenge of delivering a short presentation
- Choose a subject that interests you
- Feedback from 2017 – “this was the best thing I ever did. I overcame my phobia of speaking to a group in a very friendly and supportive environment”.
- Feedback from 2017 – “I wish I’d done this. I didn’t dare take the opportunity and then I regretted it”.

The only way to get rid of the fear of doing something is to go out and do it. Feel the fear ... and do it anyway”.

Susan Jeffers



Class 3 – topics 2016

- Charity work/volunteering
- Loan sharks
- Windsurfing
- Camping with a difference
- Adam Ant
- Dementia friends
- How poetry saved me from bullies
- Leading a team for the first time



John Roach
Head of Housing Income
Magenta Living



Joanne Ford
Training & Development Advisor
Magenta Living

RESILIENCE



Mindfulness

- TED talks

- Andy Puddicombe “All it takes is 10 mindful minutes”
- AnneMarie Rossi “Why aren’t we teaching you mindfulness?”
- Zindel Segal “The mindful way through depression”

- Books

- “The mindful way workbook: An 8 week program” John Teasdale, Mark Williams, Zindel Segal
- “Mindfulness: A practical guide to finding peace in a frantic world” Mark Williams & Dr Danny Penman

- Websites

www.mindful.org

www.thehonestguys.co/uk

www.mindfulnessmanchester.com

www.mindfulnessmerseyside.co.uk




CIPD | People Management
Awards 2016



**Choose who you
want to be!**

Personality Performance Indicator (PPI)

Personality Performance Indicator

- A work based personality profiling tool
 - Developed from the original work of Professor William Moulton Marston
 - To be used positively as a springboard for discussion
 - Helps us understand ourselves ... and others
 - Values the diversity of approaches and behaviours
- 

PPI Charts

- **Basic behaviour chart** — This chart represents your ‘normal’ behaviours when in an ordinary frame of mind and not subject to any special pressures or concerns.
- **Potential work behaviour** — This chart represents the changes in behaviour that you think may be necessary in order to be successful, or survive, at work.
- **Probable behaviour under pressure** — This chart represents what you may do when you’re feeling stressed.

The green zone on the charts suggests a very strong preference.



DISC Model

D – Dominance

“Results”

I - Influence

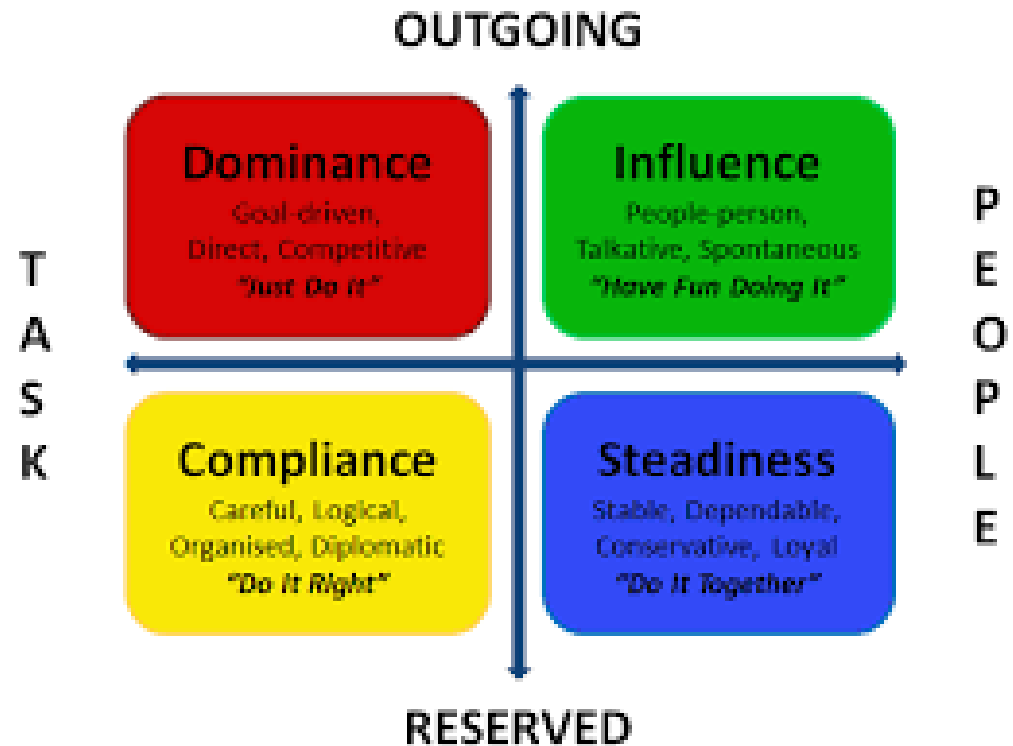
“Enthusiasm”

S - Steadiness


“Sincerity”

C – Compliance

“Accuracy”



PPI – a summary

- Organisations need all four styles
 - Each brings valuable workplace strengths
 - Effective people demonstrate flexibility
 - An extreme preference may become overplayed and seen as too rigid
 - Successful people reflect on how to engage with other types by choosing to adapt their own preferred behaviour
- 

Class dates and venues

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

**NATIONAL MENTORING CONFERENCE
WEDS 20TH JUNE 2018 IN BIRMINGHAM!**



Happy Christmas!

