



Staff Mentoring Programme



The **CPD** award winning Staff Mentoring Programme supports participants to maximise their potential, increase their contribution and confidence at work and manage change in challenging times.

Through a combination of one-to-one meetings (virtual/face-to-face when permitted) with an external mentor and group workshop sessions, individuals work towards their personal development goals.



Programme objectives and organisation benefits



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

Participating organisations derive multiple benefits from mentoring, which include having staff who are more effective, motivated, confident, knowledgeable, diverse and productive.

Timing

The programme runs for a period of 9 months approximately each year starting with a “Welcome” in September, includes a briefing session, five meetings with a mentor, four workshops and a national celebration conference at the end of the programme.



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Why do people become mentors?

Mentors are experienced professionals of senior and middle management levels, who want to share their time to support others. Often because of the support and inspiration they themselves have received earlier in their career, people want to “give back”.

Benefits of being a mentor include:

- Sharing their knowledge, expertise and experience
- Practicing and developing their coaching and mentoring skills
- Opportunity to gain a better understanding of people development
- Opportunity to continue their own learning and personal development
- Contributing to corporate social responsibility work



Why do people become mentees?

Mentees join the programme for many reasons including:

- To gain confidence and build resilience
- To explore their options for development, current work and future opportunities
- To learn new skills and build on current skills
- To meet new people from the sector and share learning



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What we look for in a Mentee

- > A commitment to their own personal development, being open to the support, guidance and feedback of their mentor and to complete the programme.
- > A commitment to valuing diversity to make the most of inclusive group workshops.
- > Thought to their objectives and preparing for meetings with their mentor appropriately. As well as proactivity when arranging meetings and following up.
- > Treat mentors with respect and prioritise meetings.
- > To respect and consider fellow mentees, facilitators and other mentors participating in the group workshops to ensure all gain from each other and the programme.



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What mentees think of the programme

“ I absolutely loved being on the programme! I learned so much about housing, the future of housing, and other mentee's experiences of housing. It helped me to realise that I am a powerful woman in my own right and I have the drive and ambition to succeed in anything I put my mind to. ”

“ It is an exciting and energetic experience that I would recommend to all individuals within my organization as it is an investment in yourself. An opportunity to discuss ideas, barriers, best practice, learn from other mentees and build networks within the enlightening and inspired mentoring classes. ”



Mentees Praising our Mentors

I'd like to say a huge heartfelt thanks to my mentor, she really made the difference to my experience on this mentorship programme, THANK you

Thank you to my fantastic mentor. You've help me to achieve what I entered the programme to do, we seemd to click straight away and I feel like I've gained a friend through our journey together