

MENTORING

What is it and what are the benefits?

Kerry Hayes, project manager, Regen

WHAT IS MENTORING?

“Mentoring is when an individual offers to use their own skills, knowledge and experience to guide, help and provide direction to someone with their career or professional development”

“Mentoring is a great way of sharing experiences, giving a different perspective and opening doors to networks that often seem closed”

Keith Anderson, CEO, Scottish Power

WHAT SKILLS ARE REQUIRED TO BE A MENTOR?

Anyone can be a mentor

Don't need to be 'really senior'

Don't need to be a qualified coach

Need to have a skill identified by another as useful or desirable

Must be able to listen, communicate, be accessible, have a genuine desire to help and be able to empower others

BENEFITS OF MENTORING

Mentor	Mentee	Organisation
Job satisfaction	Self confidence and motivation	Increased motivation from employee(s)
Challenge/mental stimulation	Support and challenge	Employees with clear direction and objectives
Learning from the mentee	Developmental opportunity	Sharing of knowledge and best practice
Satisfaction at mentee success	New knowledge source to tap into	Continuous improvement in the way employees approach their work
Self development	Sounding board to discuss ideas	

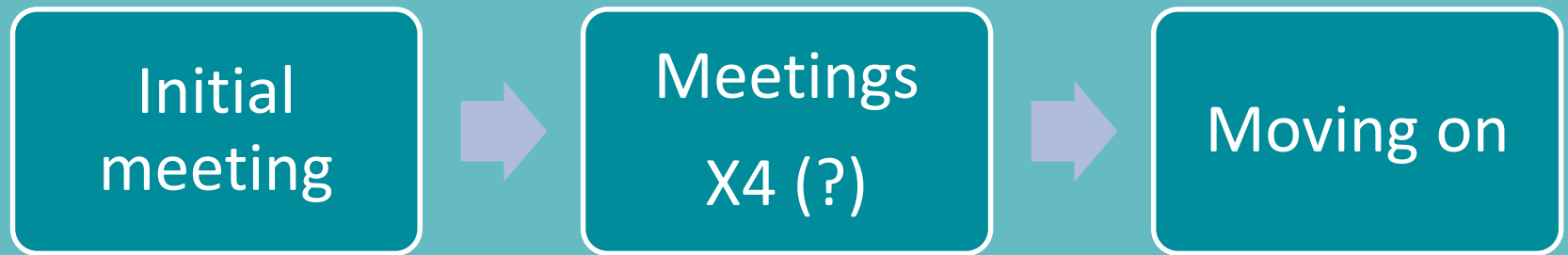
“Having a mentor has been a really useful experience for me in a number of ways. It has been invaluable having someone to talk to **outside of my company**, as a third party opinion, particularly as a relatively young person with limited previous experience. My mentor has been great as she is **friendly and approachable**, and we have **similar backgrounds and career trajectories**. Because of this she has been able to give me **relevant advice and guidance** which has had a direct and positive impact **on my career progression**. I would highly recommend the mentoring scheme to anyone who is looking for the opportunity to develop themselves and wish to benefit from the experience of someone else.”

- Mentee, 2019

HOW SHOULD YOUR RELATIONSHIP WORK?

- Meet/interact minimum of 6 times over a 12-month period
- Could be face to face meetings and/or Skype/calls
- Respecting of each other's time
- Mentee led – responsibility for arranging and making things happen is on the mentee
- Mentor supplies knowledge, experience and time

NEXT STEPS



TIPS FOR SPEED NETWORKING

Think about how you want to introduce yourself!

Consider what your goals are

What do you want to get out of this?

What skills do you want to improve?

Keep an open mind

Try and cut to the chase – you don't have long!

Be authentic and be natural



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WHAT CAN YOU GET FROM MENTORING?

Depends on the individual's goals

Examples could include...

- Practical advice on working towards promotion
- Assistance with profile building
- A fresh perspective