

GSR Mentoring briefing

21st October 2008

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Outline of session

- Introductions
- What is the MBF?
- Definitions of Mentoring
- Where is it used?
- Benefits of taking part
- What makes a good mentor and mentee?
- What happens next & Questions



About the MBF

MBF is the national strategic body representing and supporting practitioners and organisations across the sector

Head office in Manchester with team of Regional Co-ordinators

Our role is to:

- Influence policy and practice
- Develop and share best practice
- Provide guidance and support projects
- Promote quality frameworks – Approved Provider Standard



The Spectrum of support



Definitions of mentoring

- 'Off-line help by one person to another in making significant transitions in knowledge, work or thinking.

Clutterbuck & Megginson

- '...help and support people to manage their own learning in order to maximise their potential, develop their skills, improve their performance and become the person they want to be'

Eric Parsloe, OSCM

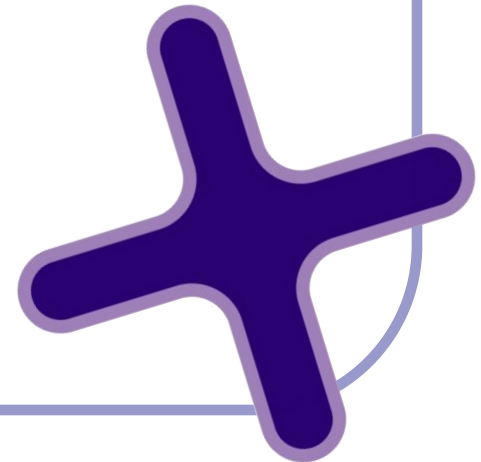


Mentoring is a ...

‘One to one non-judgemental relationship in which an individual voluntarily gives time to support and encourage another.

This relationship is typically developed at a time of transition in the mentee’s life and lasts for a significant and sustained period of time.’

(Home Office)

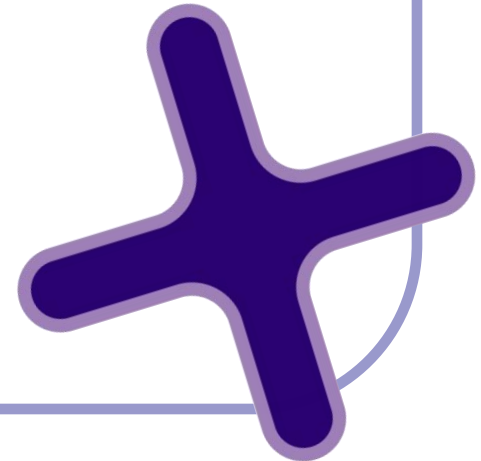


Mentoring model

Non- Directive -
alliance 



 Directive -
protegee



It's about people!



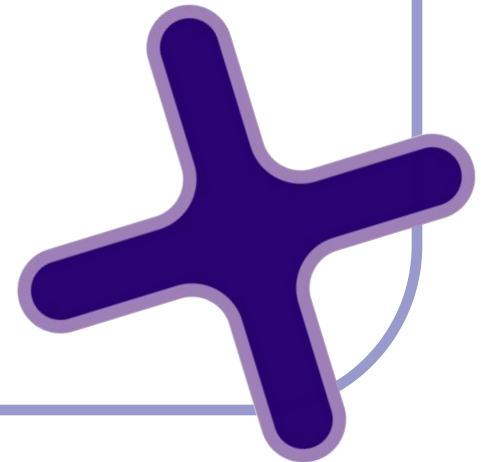
Where is mentoring used?

- Public, Private and Third Sectors
- Wide range of aims and objectives
- Widely used within 'career' development
 - Business Trust Business Mentoring
 - Employer mentoring for university students
 - BITC 'Partners in Leadership' mentoring
 - Government departments
 - Brent Council – new recruits
 - CIPD – HR mentoring within branch



GSR Employee mentoring

- Career development mentoring
- Developmental approach – mentee led
- Manage careers:
 - Maximise present roles
 - Identify & plan for next stages
- Voluntary
- Confidential
- Operates within framework



Benefits of taking part

For the Mentee:

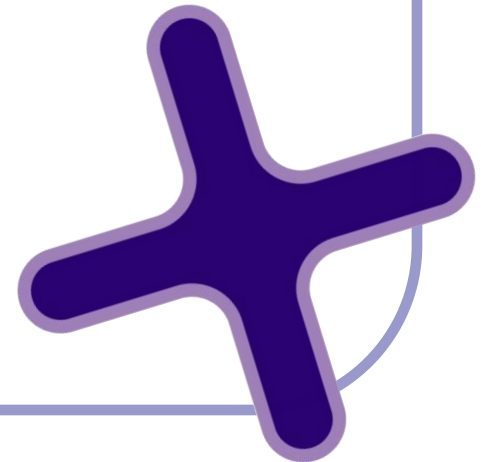
- Reflective space
- Different perspective
- Challenged and supported
- Maximise learning and development
- Progression – WIRD
(Well Informed realistic decisions!)



Benefits

For the Mentor:

- Different perspective
- Challenged
- New skills
- New insights
- Progression



For the Organisation:

- Better fit between individuals and roles
- Roles are maximised
- Employee retention
- Learning organisation



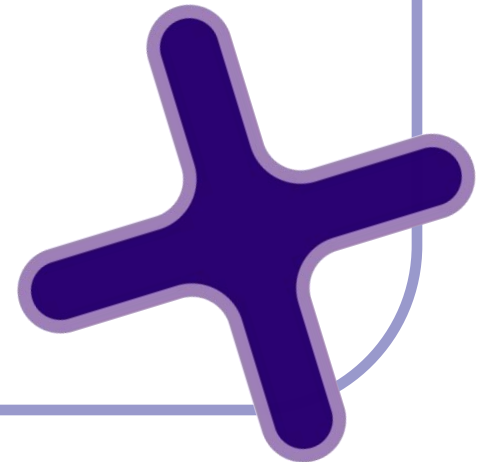
What makes an effective mentor?

- Believes in the potential of others
- Maintains confidentiality
- Committed to the process
- Uses appropriate skills



What makes an effective mentee?

- Takes responsibility for own learning and development
- Is curious
- Is open to feedback
- Committed to the process



What happens next?

Decide upon your role – what is your rationale?

Application

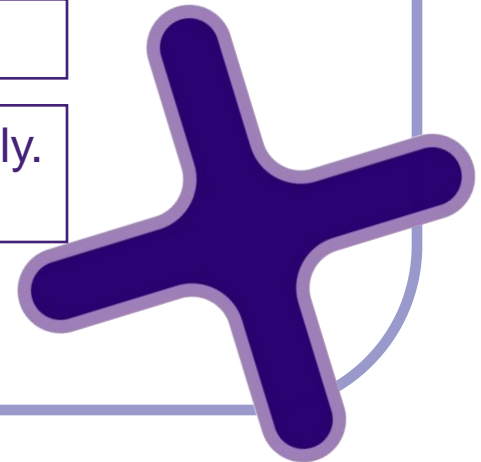
Half-day preparation for mentees 27th Nov

Half-day preparation for mentors 27th Nov

Matching process

Mentoring relationships established – meet monthly.
1-1/2 hours

Review and skills development



Finally...

- What questions do you have?

