CIVIL SERVICE

Government Social Research Unit

GSRU Seminar Series
Mentoring

Tuesday 21 October

Jen Weedon, GSRU

GSR
GOVERNMENT SOCIAL RESEARCH
Analysis for Policy

Objectives of today's seminar

- Key facts of GSR mentoring scheme inc. aims, objectives
- Introduction to mentoring – benefits and skills for mentors and mentees
- Briefing on what happens next – application process; matching; preparation for roles etc.

Why mentoring? Aim…

"Provide a professional mentoring scheme which matches trained volunteer mentors from GSR with other GSR colleagues as mentees. The scheme will take mentees through a process that will help them make links between their short and long term skills and development needs and aspirations, identify and set achievable goals and take action."

Why mentoring? Objectives (1)

The mentoring scheme should seek to:

- Recruit volunteer mentors and mentees and ensure that they are appropriately prepared for their roles
- Increase understanding of the process and relationship of mentoring for both mentors and mentees
- Provide regular and effective support for mentors

Why mentoring? Objectives (2)

- Enable mentors and mentees to build networks and share experience across GSR organisations
- Support mentees to identify and work towards achievable goals
- Increase mentees' insight into their skills and career development in the longer term
- Help mentees maximise their roles

Key players

- Mentees: RO-SPRO
- Mentors: SRO-SCS
- Line Managers – must be aware of involvement and commitment
- Scheme Coordinators – Nicolette Adcock and Jen Weedon, GSRU

N.B. Mentees and mentors both GSR members. Within this scheme, this year, must choose to be either mentor or mentee.

Principles of GSR mentoring scheme

- 'Preparation for role' sessions run by Mentoring and Befriending Foundation (MBF)
- Quality framework – GSRU working towards Approved Provider Standard (APS)
- Voluntary so no guarantees – emphasis on appropriate matching to aid success
- Mentor role complements - not duplicates - role of mentee's Line Manager

Key facts & commitment

- Mentors 1 grade higher than mentees, or more
- 12 month relationship, usually meeting once every month/6 weeks during 2009
- 1:1 meetings *usually* 60-90 minutes each (depending on what has been agreed between the mentor/mentee)
- GSRU review of scheme operation at 6 months – further briefing/training on role provided
- Final review after 12 months then relationships end (unless continued by mutual agreement)

Already a mentor – looking for support?

- Can attend mentor 'preparation for role' session
- No obligation to be a mentor in this scheme – but delighted if you would!
- Could join mentor support group facilitated by GSRU

Mentoring and Befriending Foundation (MBF)

- MBF offer guidance and support to organisations and practitioners
- National strategic body, working to influence policy and practice in the sector and across government
- Working for GSRU – help to achieve positive experiences and successful outcomes for mentors and mentees

www.mandbf.org.uk

What next?

1. Choose whether you want to apply, and whether to be a mentor or a mentee
2. Send **application form** from Nicolette.adcock@hm-treasury.x.gsi.gov.uk

   and return by Friday 07 November 2008
3. Attend '**Preparation for role' sessions** for mentors/mentees – Thursday 27 November at HMT (9.30am-12.30pm for mentors; 1.30-4pm for mentees)
4. Matching by GSRU by end of December

Useful contacts

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