Mentoring

Mentoring is a professional activity, a trusted relationship, a meaningful commitment

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Overview

- What is mentoring?
- Different types of mentoring
- The benefits of mentoring
- Finding a mentor
- Supporting the mentoring programme
- Promoting your mentoring programme
- Things to remember

The importance of mentoring

- The importance of mentoring relationships becomes evident as we recognise the value of networking and maintaining relationships throughout our professional career. The value of a good mentor is immeasurable when it comes to learning the tricks of the trade as well as becoming connected to those in the know and possess the ability to hire.

Types of mentoring

- **Internal** = alleviate much of the frustration apprentices often feel by sharing their insight and knowledge of both the company and the industry

- **Practical**= provide real-life 'next stage' advice on day-to-day work challenges.

- **Inspirational**= Provide a 'reference point' for future activities

Measuring success

- There are varying levels of success; no one ‘more’ important than the other.

Benefits of mentoring

- Honest advice – unbiased view
- Provides the opportunity to constantly ‘review’ career development
- Raising expectations and providing inspiration
- Excellent networking

Finding a mentor

- Match accordingly- outside the organisation and ‘within reach’
- Train mentees to be mentors- Participation
- Consider an inspirational and an aspirational mentor
- Get current mentors to recommend people from their network
- Be reactive to the needs of the apprentice
- Set challenging goals and manage progress towards them

Northampton Case Study

- Retrospective mentoring search
- Use of extended network
- Structured programme for 1st time mentors
- Accompanied by an internal IAG programme

Supporting the mentoring process

- In a lot of cases ‘don’t’- the process needs to be confidential
- Provide contact details for the ‘mentor’ should they want to discuss their role.
- Encourage the mentor to ‘promote’ the benefits of mentoring

Promoting the mentoring programme

- The benefits of mentoring are well documented but the only way to continue the ‘success’ is to promote the value
- Be innovative, get the press involved
- Include as part of your ‘investors in people’

To remember

- Be clear on the measure of ‘success’
- Provide different mentors to meet different goals
- Be ‘realistic’ without being restrictive
- Match mentors to apprentices appropriately
- Be reactive to the needs of the apprentice
- Never too old to be mentored- this is an ongoing process

Further information

- The National Apprenticeship Service have formed a partnership with Horsesmouth to encourage people who have been through an Apprenticeship to mentor and inspire others in a safe and friendly social online environment.

Thank you

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- Questions? Please share your experiences