

# Development opportunity

## Learn from others: Mentoring

Mentoring is about developing opportunities as well as solving problems and is a partnership between two people.



### How it develops talent

Mentoring provides a forum for mentors and mentees to meet on a regular basis to engage in discussions which support self-development. They support individuals to move forward by taking ownership of the solution to a situation.

- It provides ongoing support and development that addresses learning needs identified by the mentee, who can also request input from their line manager if they want to.
- It can help them to increase confidence, develop a clearer sense of what they want in their career, develop greater self-awareness, reflect on their practice and improve their performance.
- Over time, your staff members will develop their own expertise and may mentor others.

### How to deliver it

- Identify suitable mentors from across your service (and wider network) to support your emerging talent.
- Decide frequency of the mentor and mentee meetings, duration of this relationship and how it will be provided (e.g. face-to-face, Skype).
- Ask the mentor and mentee to put a mentoring agreement in place to set out the expectations of both parties, ground rules and practical details like how frequently they meet.
- Think about what support a mentor might need with their role. Remember that a mentor should not be someone's line manager.

Sense has recently joined up with a range of other like-minded charities to provide mentor support. Each organisation involved supports and matches mentors and mentees across the various employers involved. We offer this to all staff, from director to support worker. It provides a fantastic opportunity to give wider experience and wisdom to our staff and enables us to help other organisations.



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**Alison Bennett, HR Director, Sense**

Go to [www.skillsforcare.org.uk/developoptalent](http://www.skillsforcare.org.uk/developoptalent) for more on 'Development opportunities'.