

## NHS North West Mentoring Scheme

*Do you tick any of these boxes?*

- Are you a good listener?
- Are you experienced in the NHS and/or your field?
- Are you interested in supporting colleagues in their professional development?



YES! - then why not become a

# MENTOR

- Do you need support in your role?
- Do you want to build up your knowledge and experience in your role?
- Do you have goals and ideas but not sure how to fulfil them?



YES! - then why not become a

# MENTEE

Registration to the scheme is a simple matter of completing a short online application form, which can be found at:

<https://mentoring.nwacademy.nhs.uk/> or [www.nwacademy.nhs.uk/discover/coaching-mentoring](http://www.nwacademy.nhs.uk/discover/coaching-mentoring)

Alternatively you can contact the team on [nwla.coachingandmentoring@nhs.net](mailto:nwla.coachingandmentoring@nhs.net) for further information

### What does being a MENTOR involve?

Mentors provide additional support to people working towards specific goals, for example; mentoring people who are either new to an organisation, a person who is in a new role within the organisation, or it could be someone who requires support or a change in career.

Essentially, as a mentor, you will provide one-to-one support. You'll meet on a regular basis at times arranged to suit both you and the mentee. You'll provide an opportunity for the mentee to reflect on progress and help them devise strategies to address either problems that arise or make best use of their strengths and opportunities. As someone with relevant experience you can share experiences and act as a sounding board.

### Training

Once registered on the scheme before you can begin any mentee relationships, you have to participate in some training, attending a Mentor Development Day. These are held across the North West region throughout the year. Check the website [www.nwacademy.nhs.uk/discover/offers/mentor-development-day](http://www.nwacademy.nhs.uk/discover/offers/mentor-development-day) for dates and venues.

### Time Involved

The amount of time taken can vary, from 1 month to 2 years or so. It's generally dependant on whether the mentee has achieved their goals or received as much support as they could have from the mentor.

### Benefits of becoming a mentor

- The satisfaction from helping others to help themselves to realise their full potential.
- Developing your own skills in listening, questioning, and motivating others.
- Scheme members have often quoted in saying that having a mentee gives them a fresh perspective on different organisational and departmental issues. Being able to learn from their mentee is one of the main advantages to becoming a mentor.
- Mentoring will also improve your own confidence, knowing that your experience and knowledge is valuable to others.

### What does being a MENTEE involve?

As a mentee with the scheme you will have access to our 800 mentors who we have signed up in the North West, through our **Mentoring Hub**. You will be able to search for a mentor depending on your own criteria for the kind of person you are looking for. Often mentees would like a mentor in a more senior position than their own, in an area of work that they are interested in, or with a flair for professional or personal development. Your mentor will help you to reflect on your progress and share their experiences as well as helping you to conceive strategies to address problems or enhance your strengths and opportunities. You will meet with your mentor (or talk on the phone or Skype depending on your preference) on a regular basis at time arranged to suit you both.

### Training

No compulsory training is required however we do run regular Mentee Awareness Sessions which serve as a really useful introduction to the scheme. For details of future dates please check out website at [www.nwacademy.nhs.uk/discover/offers/mentee-awareness-sessions](http://www.nwacademy.nhs.uk/discover/offers/mentee-awareness-sessions).

### Time Involved

The amount of time taken can vary, from 1 month to 2 years or so. It's generally dependant on whether you feel that you have achieved your goals or received as much support as is necessary from the relationship.

### Benefits of becoming a mentee?

- To be able to access the knowledge and experience of your mentor;
- The ability to talk through your goals and ideas with a "neutral" professional.
- Build your confidence and offer you a fresh perspective.

