

Could you mentor someone to help them grow and realise their potential?



- ❖ Our Mentoring Programme supports individuals working or volunteering in the community and voluntary sector to improve their practice, develop their leadership skills and tackle challenging issues
- ❖ We recruit volunteer mentors, match them to mentees and provide advice and guidance throughout the programme

What does it mean to be a mentor?

Mentoring is about collaboration between the mentor, their mentee and 'everyday life'. Mentors:

- ✓ Take responsibility for setting up an agreement with their mentee to meet on a regular basis (over a 6-9 month period)
- ✓ Commit to enabling a mentees progress by demonstrating interest in them and their challenges
- ✓ Create a climate of openness and trust in which the mentee retains responsibility for their learning
- ✓ Share appropriate personal and professional information to support the mentees learning and progress
- ✓ Work with the real issues and opportunities that a mentee is facing to help them grow and develop
- ✓ Bring appropriate levels of challenge to the relationship in order to help the mentee overcome blocks and barriers and develop their own 'inner mentor'
- ✓ Get a huge satisfaction from 'giving something back' and taking a part in individual and organisational success

Do I need special qualifications?

Most of us already have informal mentoring experience – if you can listen, question, problem solve, support and encourage (including challenging appropriately) in a way that empowers others and helps them succeed, and then you have the skillset of a good mentor. While formal training as a coach or mentor would be an asset, your personal motivation, commitment and skillset are more important.

How to apply

- Book on to one of **our Information Drop-in Sessions**: Tuesday 14 March 2.00pm-6.00pm or Friday 24 March 10.30am-1.30pm at the Community Works Office in Community Base
- Complete and return your **application** by Friday 31 March 2017. You will then be invited to an informal interview based on the role description
- Be able to attend one of our **Mentor Briefing Sessions**: Monday 24 April 4.00pm-6.00pm or Wednesday 3 May 4.00pm-6.00pm at the Community Works Office in Community Base
- Be able to attend our **Mentor and Mentee Matching Event**: Wednesday 24 May 10.30am-12.30pm in the Conference Room at Community Base
- Commit to at least one of our **Mentor Development Sessions**: Wednesday 4 October 10.00am-12.00pm and Tuesday 30 January 2018 10.00am-12.00pm
- For more information or to book a place please email: mentoring@bhcommunityworks.org.uk or call 01273 234023 and ask for Lisa Mytton or Peter Burton