Mentoring

Are you ready to be a mentor?

Whatever your professional background, you will be able to mentor if you:
- Listen with empathy
- Support insight and self-awareness through reflection
- Challenge assumptions and limiting self-beliefs
- Help someone better understand how organisations work
- Suggest doors to open, new information or explore options for development
- Provide continuity of support through change and be there to help unlock someone's potential

Being a mentor on the Scheme allows you to formally recognise this highly desirable skill set both in your current role and on your CV.

All of our mentors have access to regular skills development workshops (CPD events) and on-line resources via the TVWLA website.

To become a mentor you need to join us at one of our Mentoring for Leadership programmes.

Ideally this programme will have been identified through your personal development plan and have been discussed with your line manager.

Follow this link for more information:
www.tvwleadershipacademy.nhs.uk/

Do I need a mentor or a coach?

This information will help you decide what kind of support you need.*

Mentoring
- An ongoing longer term relationship
- A mentor can offer experience and expertise
- Focus is on long-term career and personal development
- Agenda is set by the mentee and takes a broader view of the person

Coaching
- Relationship has a set duration
- Structured with regular scheduled meetings
- Short term and focused on specific development areas/issues or goals at work
- A coach does not need direct experience of their client's job, unless the coaching is skills-focused

If you decide that what you are really looking for is a coach, then register at:
https://coachingregister.tvwleadershipacademy.nhs.uk

If you have any other queries about mentoring or would like to train as a mentor, email us at:
mentoring@tvwleadershipacademy.nhs.uk

*Adapted from Coaching, Mentoring and Organisational Consultancy - Supervision and Development by Peter Hawkins and Nick Smith, 2006
Supporting you on a journey of self discovery

Mentoring is a powerful personal development tool which enables people to learn from their own experiences, improve performance and maximise their potential.

In the NHS where change is seemingly constant, we are faced with difficult issues - often about how to handle ourselves or deal with others. Sometimes a guide, who understands the system but is outside our immediate working team, can help.

Mentoring is a partnership between two people (mentor and mentee) based on trust and mutual respect. A mentor asks questions and challenges, while providing support and encouragement. Mentoring allows the mentee (you) to explore new ideas in confidence whether it is about a specific issue or discussing wider opportunities and what you want in your career.

For the NHS, mentoring is a way for the whole organisation to learn from experience and accelerate development so that our teams can provide the best care possible to patients.

A mentor can:
- Empower you to arrive at your own solutions (they won’t tell you the answers)
- Act as a sounding board
- Share their experiences
- Advise, signpost and guide
- Provide a safe and confidential space to reflect
- Help you think more effectively about your work
- Support you during change
- Provide dedicated time to think about your career

You will be expected to do a lot of thinking and undertake agreed actions between sessions so that you really make the best use of you and your mentor’s time together.

Thames Valley and Wessex Leadership Academy Mentoring Scheme

Our Mentoring Scheme provides a high quality, confidential service to match mentees with appropriate and trained mentors.

The Mentoring Scheme provides individuals with the opportunity to spend time on a regular basis with a trained and experienced mentor from within the NHS.

Looking for a mentor?

To join the Mentoring Scheme you need to be serious about managing your own development, and have well-formed reasons for wanting a mentor.

Ideally, mentoring should have been identified through your personal development plan and have been discussed with your line manager.

The content of a mentoring session is completely confidential.

Meet your match!

We are pleased to introduce our Thames Valley and Wessex Leadership Academy Mentoring Scheme register. The register is available for all NHS staff within Thames Valley and Wessex who are looking for mentoring support.

The online search facility can help you find a mentor who is near to you and who has the background or experience you would find helpful. Once you have found a mentor, you can manage your relationship on the register through a secure login. Both mentor and mentee can track and schedule sessions, post and upload documents to share and build up a comprehensive record of each relationship.

Your mentoring journey:
- Go to http://mentoringregister.tvwleadershipacademy.nhs.uk/
- “register as a mentee” so that you can be sent a username and password.
- Search for a mentor against your criteria. The list of mentors will be shown with the closest matches first.
- Once you have chosen your mentor you can submit a request. You can submit requests to more than one mentor.
- The mentor(s) will respond to offer a place, decline if they are full or ask if you would like to join a waiting list.

We recommend that the first meeting is face to face to discuss the support you are looking for. It is important that both you and your mentor feel comfortable with each other and you do not have to continue with the relationship if you do not want to.

http://mentoringregister.tvwleadershipacademy.nhs.uk/