

Manchester Gold

2014/2015

BURSARIES EVENTS VACANCIES NETWORKING RECRUITERS INSPIRATION
EXPERIENCE INTERNSHIPS SKILLS INFORMATION PLACEMENTS DECISION
SUCCESS ACHIEVE **MAKE THE MOST OF MANCHESTER** OPTIONS SUPPORT
DESTINATION CLARITY MOTIVATION PROSPECTS NEXT STEPS CHOICES
EXPLORATION REFLECTION FUTURE ADVICE GUIDANCE OPPORTUNITIES

MANCHESTER GOLD MENTORING: 2014/2015

Biggest programme ever: hoping to match around 600 mentors/mentees across the 2014/2015 academic year
Reasons: increased involvement from alumni

More geographical variation and many mentors based overseas. Important to share best practice – via Linked In group – about what works effectively when mentoring from a distance.

Reasons for wanting mentors remain largely the same as ever: insights, advice regarding applications, finding what they can do with their degree

What we think they need help with: improving confidence, commercial awareness, managing expectations, professionalism, communication skills, making decisions about their future

MANCHESTER GOLD MENTORING: 2013/14

New: Two six month programmes across the academic year

Autumn Programme: November to April

Spring Programme: March - August

Provides capacity for more partnerships each year and takes into account the different commitments throughout the year of both mentors and mentees. Feedback also suggested that an Autumn programme alone was too late to support many application deadlines.

Manchester Gold & Employability

Employability is high on our agenda as an institution –
DLHE, KIS data, league tables

Need to increase positive destinations for graduates to 85% over next few years

Mentoring identified as an important vehicle for improving employability

Need to help mentees articulate how – can you help us with this?

Need feedback from both mentors and mentees to tell us how – mid term and end of programme evaluation

MEET THE TEAM

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We are here to support you.

We will stay in touch throughout but please get in touch if we can help support your mentoring experience in anyway.

SUPPORT FOR MENTORS

Mentor Handbook

Combines all previous downloads/documents, updated and revised. Includes a new section on Distance mentoring. Will be distributed at the end of the session.

Linked In Group:

Started last year. Currently over 200 members. An opportunity to share ideas, experiences etc. Please join: Manchester Gold Mentoring

Mid-term networking events?

Each year mentors suggest this might be helpful. Last year, not enough interest. Do you agree? If so, what kind of event would be most valuable?

MENTOR DISCUSSION

Introduce yourselves to each other and explain if you are a new mentor or a more experienced mentor on Manchester Gold/other programmes.

Spend 20 minutes discussing the following.....

What do you think the role of a mentor is?

What makes a good mentor?

Any suggestions of what needs to be agreed with mentees?

Any ideas for activities to undertake with mentees?

Can you think of anything that might go wrong?

What do you think the role of a mentor is?

- **To foster talent**
- **To help with career choices**
- **Help with CVs, interview and assessment centre preparation**
- **To help build networks**
- **To introduce mentees to the world of work and provide insights into role, sector etc**

What makes a good mentor?

- **Being able to listen**
- **Being non-judgemental**
- **Offering encouragement and support**
- **Building confidence**
- **Making time for mentee**
- **Allowing them to think for themselves**

Being honest and open

Responding quickly to emails

Keep up communication

Supporting decision making

Any suggestions for what needs to be agreed with mentees?

- Introduction – who am I and why am I taking part?
- Set ground rules and parameters, manage expectations - what help can you realistically offer to your mentee?
- Frequency of communication
- Method of communication - email, telephone, meetings
- Duration and venue for any meetings
- Exchanging preferred contact details and agreeing when is best to contact
- Agreeing confidentiality
- Initial discussion of aims and objectives

Do you have any ideas for activities to undertake with your mentee?

Develop their CV

Ask them to select ten companies they want to target in their job search, research and explain why they have chosen them

Prepare a brief presentation on your organisation

Work on developing their weaker skills (for example through a mock interview or presentation)

Try to encourage them to really think about what they want to do and whether they have considered any alternatives to their current plans

See Mentor Handbook for more ideas on activities and topics for discussion in meetings

Can you think of anything that might go wrong and how you might deal with it?

Shy mentee - try to build their confidence

Managing expectations – set clear boundaries from the initial meeting

Mentee no longer wants to work in your sector – can still work on skills development, making applications, exploring alternative careers

Lack of communication – try to contact your mentee but if you encounter problems, please let the team know asap

Don't get along - this is a professional relationship, such as we practice every working day. We don't get along socially with all our colleagues, so personalities shouldn't matter. We have not experienced problems with this to date.

Changing commitments - please contact the team if you or your mentee have any problems with commitment to the programme.

Projecting your aspirations on to them – need to strike a balance between coaching and mentoring – letting them make decisions with mentor guidance not influence.