



# Manchester Gold

Welcome to the Programme – here's what you need to know...

MANCHESTER  
1824

The University of Manchester

## Programme dates:

May 2026 – Feb 2027

## Your Match & the Roles

Mentoring is a powerful tool for personal and professional growth, fostering a supportive relationship between a more experienced individual (the mentor) and someone looking to develop their skills and knowledge (the mentee). In the workplace, mentoring helps bridge the gap between where you are and where you want to be, offering guidance, encouragement, and valuable insights.



**The Mentor** is a trusted advisor, sharing relevant experience and expertise, offering feedback and insights, using active listening and insightful questions to support the mentee's self-development.

**The Mentee** leads the agenda aligned to their goals, seeking advice and guidance from the mentor, being open to feedback and employing a proactive approach to the relationship in service of their own self-development.

### How the matching works

Mentees outline their preferences—topics of interest, desired mentor expertise, etc.—on the application form. Mentors share their skills and experience in corresponding areas. We then match based on compatibility, availability, and a 1–2 grade level difference.

While we aim for the best fit, perfect matches are rare. If you're unsure about your pairing, we encourage you to meet with an open mind—growth often comes from both similarities and differences.

## Your Meetings

### Meeting expectation:

- Mentee to drive the scheduling of meetings
- Frequency depends on your needs and availability as a pair.
- Average no. of meet ups: 4-8, duration average: 45-90 mins
- Can be virtual or in person to suit you both.

### What to talk about:

The mentee leads the agenda based on their goals and challenges  
The [mentee](#) and [mentor](#) packs have guidance about key areas to discuss in your first meeting as well as links to tools and activities to support goal setting and exploration within your conversations. Preparation for meetings will support their value. Think about what you want to get out of the session and prepare as needed. Follow up on actions in between.  
Be reliable, keep confidentiality and agree boundaries

## Support & Resources

Your [mentee](#) and [mentor](#) packs for lots of resources and tools for goal setting, preparing for meetings, building inclusive relationships, evaluating priorities etc.

### Further support you can signpost your Mentee to across the University

- [Wellbeing Services](#)
- [Disability Advisory and Support Services \(DASS\)](#)
- [Equality, Diversity & Inclusion team and networks](#)
- [UoM Counselling and mental health support](#)
- [Health Hero Employee Assistance Programme](#)

### Support contact:

Manchestergold@manchester.ac.uk