

Building Positive Relationships

Maureen Watson, CEO

Session Plan

- SMN, who are we & what do we do?
- What is mentoring?
- Mentoring spectrum
- Types of mentoring
- Role of a mentor
- Impact of mentoring
- Relevance to HAs

scottish
mentoring
network

Scotland's Mentoring Network



Scottish Mentoring Network are the membership body and intermediary for mentoring projects across Scotland.

Our core purpose is to support and grow mentoring projects across all sectors through raising awareness of the impact of high-quality mentoring on life chances and influencing the development of policy, practice and resources.

What is Mentoring?

Mentoring is practiced across a wide and varied spectrum of interests, including youth; health and disability; education; social care and justice; employment and business and has an equally broad spectrum of definitions.

What is Mentoring?

A process of learning in which a usually more experienced person (the mentor) passes on know-how to someone less experienced (client/mentee).

Typically, it will take place at a transitional or critical time in the client/mentee's life when this type of support can be most beneficial.

What is Mentoring?

'To support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be.'

(Eric Parsloe, The Oxford School of Coaching & Mentoring.)

What is Mentoring?

The core principles embedded are:

- empowerment;
- effective learning;
- personal and professional development, trust and respect

These are found within all successful programmes which give mentees the resources and support they need to achieve their potential.



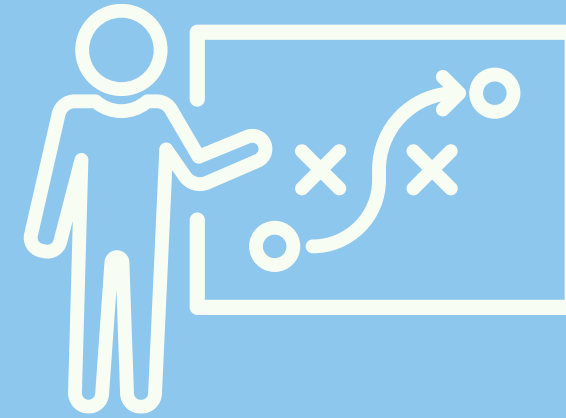
Mentoring

- Goal Focused
- Supportive
- Flexible
- Person Centred Relationship
- Non-judgemental
- Needs led
- Time Limited
- Learning Together



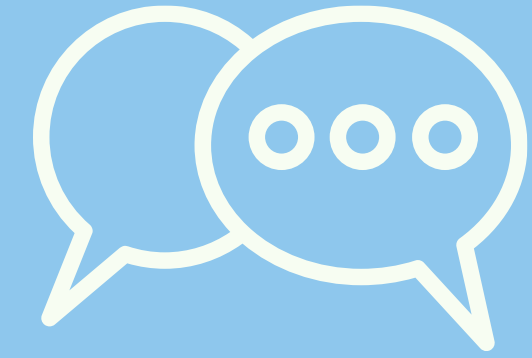
Befriending

- Companionship
- Activity Based
- Informal
- Not Goal Driven
- Non-judgemental
- Planned Social Interactions
- Time Limited
- Meaningful Connections



Coaching

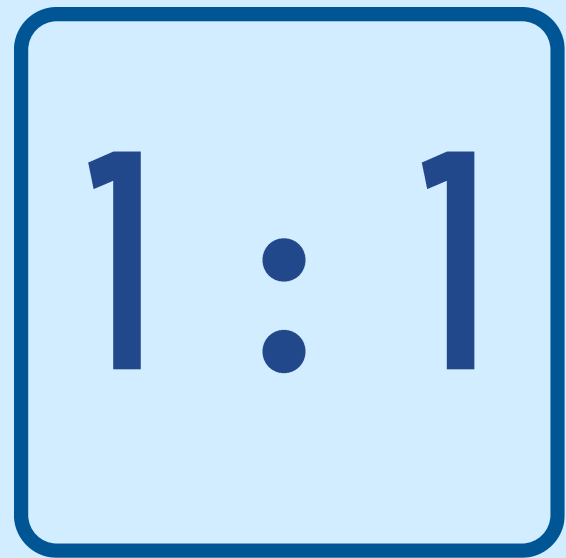
- Subject focused
- Not holistic
- Directive
- Skills based/ Skills Transfer
- Task Focused
- Rapport/Relationship not as crucial
- Prescriptive
- Empowering



Counselling

- Reflective
 - Person centered
 - Led by a qualified professional
 - Client need driven
 - Issue based
 - Consistent
 - Time limited
 - Confidential
 - Adaptive
-

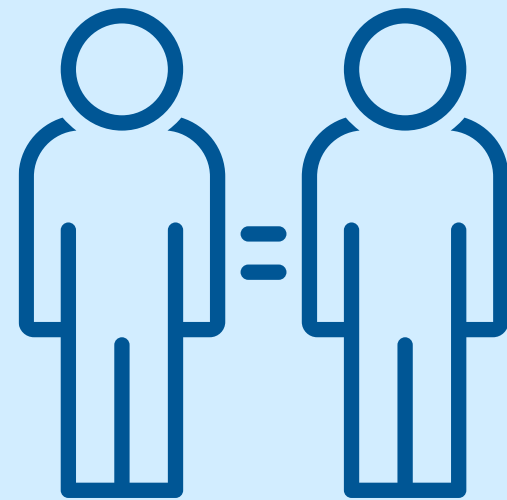
Types of Mentoring



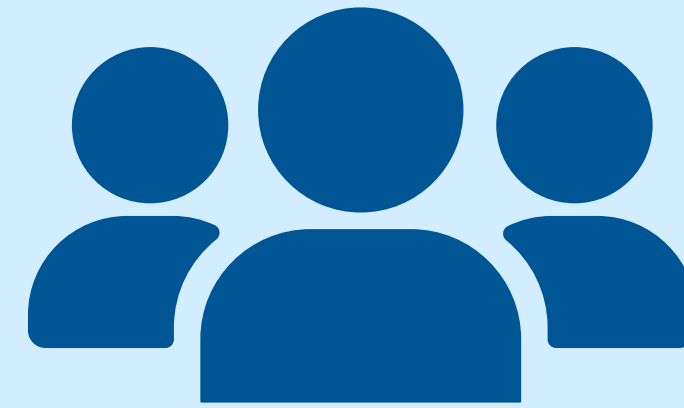
One to One



Face to Face



Peer

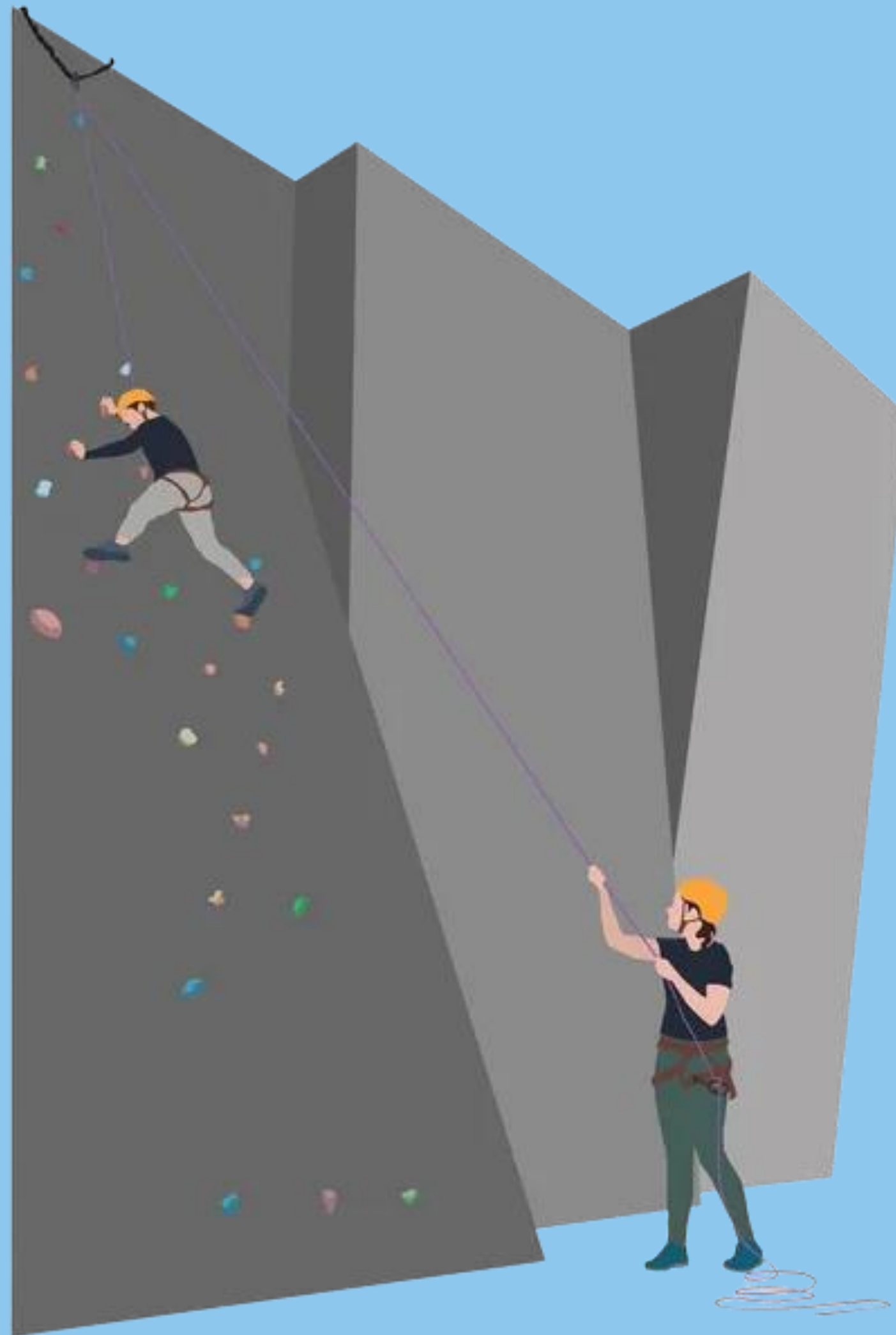


Group



Remote

Support the mentee to explore new perspectives and motivate them to develop new skills and achieve and sustain personal goals.



Role of a Mentor

To develop constructive, supportive, solution focussed relationships with mentees and to act as a positive role model.

Impact of Mentoring

Improved Confidence

For many mentees improving confidence and self-esteem will be the first and most important step towards achieving their goals.

Improved Motivation

Improving confidence and giving people a voice can lead to increased motivation.

Improved Attainment

Mentoring relationships have been proven to lead to real improvements in people's lives. e.g. in education, training, employment, or simply developing meaningful and helpful social networks.



Relevance to HA learning and development

Well-structured & well-resourced mentoring could:

- **Aid your succession planning by:**
 - supporting staff development
 - supporting returns to work
 - encourage equality & diversity in your workplace & Board
- **Increase your board member retention**
- **Add value to your induction programmes (Board and staff)**

maureen@scottishmentoringnetwork.co.uk

info@scottishmentoringnetwork.co.uk

WWW.SCOTTISHMENTORINGNETWORK.CO.UK