

# One to One Mentoring Programme

“Mentoring is a supportive learning relationship between a caring individual who shares knowledge, experience and wisdom with another individual who is ready and willing to benefit from this exchange, to enrich their professional journey”.

**Suzanne Faure**

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# Aim

To support people with learning roles in museums and heritage.

2-3 x bookable mentoring sessions (60-90 minutes each)

Between March and June 2022.

# The mentoring agreement

Throughout the mentoring process we ask that both the mentor and mentee are:

- respectful of each other's views and experiences
- actively listen
- are open and honest
- understand that the contents of the mentoring sessions are confidential
- aware of the programme expectations

# What the mentor brings:

“A mentor is a more experienced individual willing to share knowledge with someone less experienced in a relationship of mutual trust”

**David Clutterbuck**

“A mentor provides a support, advice and assistance in a way that empowers the mentee”

**Julie Starr**

“Mentoring involves primarily listening with empathy, sharing experience (usually mutually), professional friendship, developing insight through reflection, being a sounding board, encouraging”

**David Clutterbuck**

# What the mentor brings:

- Tools, tips and techniques.
- Listening carefully and looking for patterns.
- Facilitation through questioning and reframing to look at something from a different perspective.
- Expertise – whilst we will focus on heritage education there's a lot of other expertise that we bring as well.
- Signposting to other sources of information - e.g. TED talks, interesting stuff, reading.
- Encouragement – we might challenge your normal comfort zone and we will support your thinking and solution development.
- Keeping up-to-date - what's happening in the sector as a whole.

NB: GEM mentors are unable to provide business development or legal support and we always recommend that you seek support in these areas from business development schemes and/or your union.

# Mentor peer-to-peer supervision

GEM Mentors have a peer-to-peer supervision network via a WhatsApp Group and closed Facebook group. This allows them to:

- Discuss potential tools and techniques that might help support a mentee;
- Ask for examples of good practice which can be shared with mentees;
- Share their experiences of mentoring (positive & negative) as reflective learners to improve their practice.

At no time during this process are any details that could identify a mentee shared and discussed.

## What the mentee brings:

“A mentee is someone who has identified a specific personal or professional goal and who believes that the guidance and help of a mentor ... can help them achieve their goal.”

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- Their own experiences
- An understanding of their motives, strengths and development needs
- An open mind and willingness to try new things
- A willingness to learn and grow
- A commitment to reflection and preparation

## The mentees responsibilities:

Once the mentor/mentee matches have been made it is the mentee's responsibility to:

- Contact the mentor to arrange a date and agree the most appropriate method/platform.
- Prepare for the session.
- Reflect on the session and how you can take it forward.



## Preparing for the session:

Before the session we ask that mentees email the mentors with some of the following information. This helps you to get the most out of these sessions:

- Some context
- What your challenge(s) are / thinking is at the moment
- Your reflections about what you'd like to get out of the session
- Think about potential barriers; what you've tried/could try; particular questions you have ...

## Reflecting on the session:

Take the time to reflect on your mentoring session. This will give you the opportunity to:

- Clarify any particular points/thinking
- Identify next steps, help and resources



What if things go  
wrong:

We understand that there may be times when a mentor and mentee aren't a good match; that there can be technical glitches or time is not on your side.

If something isn't working well then do let us know as soon as possible.

We can re-match mentoring partnerships or find alternative ways of working together, as long as we're aware that that's what is needed.

# Evaluation & Key Contacts

A brief evaluation of the mentoring programme will be carried out at the end of June to help GEM and NEMO understand how the programme has gone. It will also help to inform potential future mentoring programmes.

If you have any ideas and feedback please do let us know.

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