

Meet your match!

Our online register enables staff to search for their own mentor. This service is available to members of staff from NHS organisations in Kent, Surrey and Sussex who wish to develop their leadership skills and who have been identified as individuals who would benefit from mentoring.

How to apply

If you have been identified to benefit from mentoring by a sponsor in your organisation (HR/L&D/Line Manager) you need to consider what you wish to gain from mentoring. Once you have identified your goals and have obtained support from your line manager please register on line to get started.

Your application will be assessed by us and, if appropriate, approved. This will then allow you to search for suitable mentors by logging into the register and reading the profiles of the mentors that come up after your search. If you like the sound of them, click to send them an invitation to an initial chemistry meeting. You can invite up to 3 mentors to a chemistry meeting before deciding on one coach to continue working with.

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

The mentors on the KSS Leadership Academy's register provide their services free of charge so there is no financial barrier to getting the support you need.

What your mentor will expect from you

You need to be open to the potential of mentoring and be able to contribute to conversations honestly and openly.

Your mentor will expect you to stay committed to the process, which means attending sessions, taking your own notes, and keeping any agreements you make during the sessions.

Queries

To find out more about mentoring please visit our website, or email leadership.kss@hee.nhs.uk

Kent, Surrey and Sussex Leadership Academy

Web: www.kssleadership.nhs.uk

NHS

Leadership Academy

Kent, Surrey and Sussex

Would You Like a Mentor?

Mentoring in Kent, Surrey & Sussex



The Leadership Academy offers a mentoring service for your area. If you would like a mentor, we have a number of mentors available via our Coaching and Mentoring Hub at :

<https://coachingandmentoring.kssleadership.nhs.uk>

What is Mentoring?

“Mentoring is to support and encourage people to manage their own learning in order to maximise their potential, develop their skills, improve their performance and become the person they want to be” (Eric Parsloe, The Oxford School of Mentoring and Coaching).

Mentoring offers:

- Off line support to encourage innovation and creativity through an external sounding board able to challenge assumptions
- Working beyond professional/ organisational boundaries to develop wider understanding and recognise the ‘bigger picture’
- Development of leadership skills for inevitable ongoing changes; ‘time out’ to reflect on own and others’ learning and leadership approaches
- Feedback, challenge and support from an impartial person able to ask powerful questions and unlock potential

What happens during a mentoring session?

A skilled mentor will use a combination of questioning, listening, observation and feedback to create a conversation that is rich in insight and learning. Your mentor will listen to you to find out who you are, what you think, and what your current situation is. Your mentor will encourage you to overcome obstacles and take action.

Mentoring can be an informal practice or a formal programme. Mentees observe, question and explore. Mentors demonstrate, explain and model.

Goals will be set at the start of the mentoring relationship to give focus. These goals will be reviewed on an ongoing basis to ensure focus to the meetings.

Is mentoring in confidence?

Your line manager needs to support your application for mentoring, as well as give you the time and space for mentoring meetings. Mentoring is based on trust and openness and the content of your sessions is confidential.

Do I need a mentor or a coach?

You may be unsure as to whether you need a mentor or a coach. The main differences between coaching and mentoring are detailed below:

Mentoring	Coaching
Ongoing relationship that can last for a long time	Relationship generally has a fixed duration
Can be more informal and meetings can take place as and when the client needs advice, guidance or support.	Generally, more structured in nature and meetings are scheduled regularly
Takes a more long-term and broader view of the person	Short-term and focused on specific development areas/ issues
Mentor is usually more experienced and qualified than the client; often a senior person in the organisation who can pass on knowledge, experience, and can open doors to otherwise out of reach opportunities	Coaching is generally not determined by the level of experience the coach has of the client’s formal occupational role – rather this professional distance can help to unearth assumptions that people from the same field accept uncritically