

ADASS Associates Mentoring Offer - 2022

What is Mentoring?

“Mentoring is essentially about helping people to develop more effectively. It is a relationship designed to build confidence and support the mentee so they are able to take control of their own development and work.”

Manchester Metropolitan University

The relationship between Mentor and Mentee is very much Mentee-centred – focusing on their professional and personal development. It may include the giving of advice, information, establishing facts, sign-posting, self-appraisal, etc. Whatever the techniques, the emphasis is on enabling and empowering the Mentee to take charge of their development and their environment.

West Yorks mentoring programme

Sue Lightup - ADASS Associates Mentoring lead/co-ordinator- Nov 22

Why are we targeting PSW's?

- This is part of ADASS Associates EDI commitments and actions
- The leadership of ADASS is still not diverse enough
- We need to encourage and support the development of future potential leaders
- PSW's carry the professional values for Social Care but may have to juggle many other responsibilities
- PSW's can work in environments where it is important for the professional values and ethics are clear
- PSW's might need to challenge perceived wisdom re Social Care

Feedback from previous mentees

- 60% are likely to continue the relationship beyond the agreed term
- 80% feel the mentoring has supported them in their role significantly or very significantly
- 80% felt it made them more likely to adopt mentoring in their organisation
- 40% felt they were more likely to progress their career as a result
- Benefits were felt to be identifying areas for personal development, improve confidence, provide options, ask questions, confront current situations and issues

Feedback from participants on Aspiring Leadership

- *“Having the opportunity to access a mentor, particularly following a programme of this nature where the application of new initiatives, leadership/managerial styles can be tested and developed in a live environment has been invaluable. It can also keep ongoing learning fresh and allow for constructive and critical reflection in a safe, confidential setting away from the workplace.*
- *Gave me food for thought when I was caught up in the day to day. Time to reflect, how I manage myself*
- *I was initially unsure and sceptical. I started to realise I can address a professional issue by reframing it. It would be great if everyone could sit down with an external person to reflect on significant issues.*

Feedback from participants on Aspiring Leaders course

- *Mentoring has helped me to understand what is important to me in my career and in being discerning about the opportunities that I can seek out.”*
- *“The sessions generally enable me to focus on a particular thorny issue and through reflection and open questioning can bring an alternative perspective and viewpoint that enables me to re-focus the issue and often see a different or more productive way forward. In addition mentoring has enabled me to reflect on my career to date and to consider where I would like to go next and how I might achieve that. “*
- *Helped me with my critical analysis, prepare for a new job role, have difficult discussions in an open and trusting relationship, refine my skills, consider relationships and different ways of working*

What is the Offer from the ADASS Associates ?

- ✓ The mentor uses a facilitative approach to help the mentee:
 - increase their self awareness of their strengths and weaknesses
 - identify options for development and career progression
 - plan what to do to in order to develop themselves and achieve their aspirations
- ✓ It is essential you are comfortable with your mentor. We have over 40 ADASS Associates available with a wide range of backgrounds and interests.
- ✓ Following a chat about what you want to get out of your mentoring arrangements, you will be offered a choice of 2 or 3 Mentors
- ✓ After confirming your choice of match and look at biographical info, we will confirm whether you are going ahead. Please be respectful about meeting times, ie ensure notice is given of any changes, re-bookings or cancellations
- ✓ Your proposed Mentor will be matched with you and will be introduced you by email
- ✓ Practical arrangements are made between you, so place, time, type of contact, regularity, length of arrangement etc is mutually agreed

Next Steps

- More information needed? – the Skills for Care Mentoring guidance is shared with you and your mentor and can be made available for you to look at now. We have other Mentoring guides which can also be made available
- Interested? – Contact Sue Lightup, and you will have a chat and be provided with basic background information of a choice of mentors [mainly ex DASS's, other senior managers and some PSW's] – identify your first choice
- Numbers will be limited to how many mentors are available – so first come, first served
- You agree any support for travel costs, if needed
- Do let Sue know when you have completed your arrangement
- Mentoring is available at all times – decide when is best for you

- Sue Lightup ADASS Associates Mentoring lead/coordinator
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