Chartered Institute of Housing

Championing Mentoring for Organisational Success

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A quick introduction.

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Today's agenda.

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- Mentoring – Definitions and Benefits
- The Importance of Mentoring in Organisations
- Mentoring to Support Equality, Diversity and Inclusion
- Mentoring for People Development Strategies
- Mentoring at All Levels in an Organisation
- Reverse Mentoring – What, How and Why

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What is a mentor?

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A **mentor is someone who** shares their knowledge, skills and/or experience, to help another to develop and grow.

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What is reverse mentoring?

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Reverse mentoring is when one individual typically considered less experienced, more junior or younger, shares knowledge, experience and skills **in a specific area** where they are more knowledgeable.

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Benefits of mentoring.

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For the mentee

- Advice and guidance to reach objectives
- Guidance on professional development
- Improved organisational understanding
- Opportunities to learn new skills
- Increasing your confidence
- Accountability to reach career goals

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Here's the reality.

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- Having an idea or goal: **10%** likely to complete the goal
- Consciously deciding that you will do it: **25%**
- Deciding when you will do it: **40%**
- Planning how to do it: **50%**
- Committing to someone that you will do it: **65%**

Having a specific accountability appointment with someone you've committed to: 95% likely to complete the goal

Statistics from a research paper conducted by the Association for Talent Development

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Benefits of mentoring.

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For the mentor

- Improve interpersonal skills
- Learn from your mentees
- Improve organisational understanding
- Improve leadership skills
- Make a difference to someone's career

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Benefits of mentoring.

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For the organisation

- Improved learning and insights
- Improved engagement rates
- Improved retention rates
- Improved inclusion and education
- Improved job and career satisfaction

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Here's why mentoring works.

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Engagement

Of those with a mentor an impressive 97% say they are valuable and provide engagement.

Inclusion

82% of professionals believe mentoring is extremely valuable to tackling diversity & inclusion challenges.

Retention

Retention rates are consistently higher for both mentees and mentors, than those not involved in mentoring.

Progression

67% of businesses reported an increase in productivity due to mentoring.

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Benefits of mentoring.

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84%

Employee Retention

84% of professionals said access to mentoring was a factor when considering staying with or leaving a company, with 42% saying it was a significant factor.

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Benefits of mentoring.

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86%

Further Satisfaction

86% of PushFar's mentoring participants feel mentoring is helping them to reach their goals and develop in their careers.

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Benefits of mentoring.

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82%

Diversity and Inclusion

82% of professionals believe mentoring is extremely valuable to tackling diversity & inclusion challenges.

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Mentoring to support diversity, equality and inclusion.

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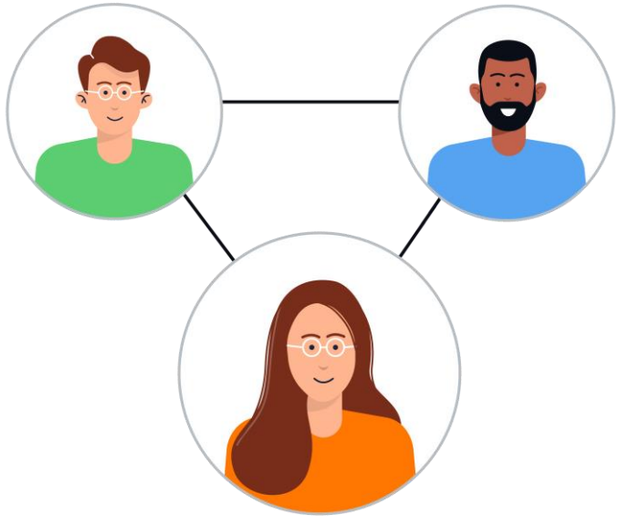

How and why does it work?

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Setting up mentoring to support diversity, equality and inclusion.

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1. Identify key individuals, senior leaders and networks
2. Explore the needs for individuals
3. Consider reverse mentoring
4. Make your programme an ‘opt-in’ programme
5. Focus on quality over quantity

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Mentoring with people development strategies.

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New Joiners

Succession Planning

High Potentials

Career Pathways

Cross-Departmental

Mentor Empowerment

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What is reverse mentoring?

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Reverse mentoring is when one individual typically considered less experienced, more junior or younger, shares knowledge, experience and skills **in a specific area** where they are more knowledgeable.

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Benefits of reverse mentoring.

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- Encouraging learning at all levels
- Empowerment for younger employees
- Awareness of different perspectives
- Education in challenges facing individuals
- Cross-departmental channels of communication
- Combatting imposter syndrome

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Things to consider with reverse mentoring.

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- Training for junior employees on mentoring
- Exploring training on building confidence
- Engaging with senior leadership
- Building it in to an overarching mentoring culture

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How you can get involved.

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- Join the CIH mentoring platform
- Review the mentoring guides and resources
- Proactively engage in mentoring
- Spread the word about the power of mentoring

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