THE CLOG CAREER CHARTER

Mentoring

*Mentoring - what is it?*

*Mentoring is a relationship in which a more experienced colleague uses their greater knowledge and understanding of the work or workplace to support the development of a more junior or inexperienced member of staff*.

*Chartered Institute of Personnel and Development*

**Mentors** help mentees to think about the challenges they face from a fresh perspective, offering advice and support on their development.

**Mentees** acquire an alternative source of advice to their line manager. This may be helpful in many ways, not least when thinking about development. The mentee role is not a passive one; it’s a two-way process, and you should make sure that you have a clear vision for what you are trying to achieve from the relationship so that you make the most of your meetings.

**Mentoring in CLoG**

Mentoring can be fruitful and rewarding for both parties, and we have access to a wealth of experience both within and outside CLoG. We want to encourage mentoring, particularly to help people think about their long term career aspirations.

But where do you start? We have identified three ‘champions’ within CLoG who can help you navigate the options and will offer support to those seeking a mentor and those looking to develop their mentoring skills. These ‘mentoring champions’ will raise the profile of mentoring as an opportunity for all. They are:
Tom will focus on DCLG colleagues, with Mick and Iain focusing on those from BIS, although as a joint Unit we will of course work hard to transcend this distinction.

**Next Steps**

Our priories as Unit champions over the coming months will be to:

- Promote mentoring within the Unit and act as a bridge to our Departmental mentoring offers;
- be a source of advice and guidance when colleagues are thinking of entering into a mentoring relationship – on either side;
- act as ‘honest brokers’, offering ongoing support to anyone in a mentoring relationship;
- undertake a survey of staff to gauge the extent of mentoring experience within the Unit;
- produce some case studies to illustrate how useful the experience can be (and perhaps how it can go wrong, so we can help you identify the pitfalls and the solutions!); and
- organise some ‘speed mentoring’ activities involving members of the Leadership Team for a Learning and Development Day this summer. Watch this space!

Please also don’t hesitate to contact Tom, Mick or Iain for more information or if you have ideas, comments, suggestions, want to learn more or get involved. We are especially keen to hear from you if you are already in a mentoring relationship and are happy to share your experiences.

**Further information**

**BIS:** [https://intranet.bis.gov.uk/hr/learning-and-development/mentoring](https://intranet.bis.gov.uk/hr/learning-and-development/mentoring) and [http://www.mentorme.bis.gov.uk/bismentor/BISMentoringGuide.pdf](http://www.mentorme.bis.gov.uk/bismentor/BISMentoringGuide.pdf)

**DCLG:** [https://intranet.communities.gov.uk/blog/2014/04/07/get-a-helping-hand-with-your-development/](https://intranet.communities.gov.uk/blog/2014/04/07/get-a-helping-hand-with-your-development/)

**CSL:** [https://civilservicelearning.civilservice.gov.uk/coaching-mentoring](https://civilservicelearning.civilservice.gov.uk/coaching-mentoring)