

wbs

Warwick
Business
School

**WBS Global
Mentoring
Programme:
Mentor Exchange**

March 2021



Share ... what would you like to get out of today?

Cover today

- Update
- Ongoing Mentoring
- Relationships Closing – 2019 Programme
- Discussion / Share Experiences
- Plenary / Q &A
- Where to find Resources



Ongoing Mentoring

- Frame conversations around a 6 monthly intervals to revisit Mentee objectives
- If not set-up establish what happens if we do not hear from one another. What is your agreement?
- If your mentee is quiet, as part of contracting, check if your mentee is ok for you to periodically check-in with them via email.
- Does your mentee or you need support/direction for an issue from WBS or other WBS Mentors?



Closing Relationship

- An email will be sent, in April, to both mentor and mentees who are on the 2019 Programme notifying the programme closure.

“This is a difficult area for all concerned, not least because it involves negotiating loss. It is hard for [mentors] because they inevitably have an attachment to the [mentee] and for [mentee] because they have an attachment to their [mentor]. However, it is an ethical way to proceed which allows true growth for both. Brooks (2001)”



Closing Relationship

- Notice includes closing relationship suggestions, for example:
 - What are the successes of the relationship?
 - What are the list of achievements?
- What have you learnt that you can take into your next mentoring relationship
- What impact has the relationship made on the mentee?
Consider asking your mentee ...
 - How would you describe how you have developed during the relationship or What do you feel you have achieved during the relationship?
 - What are the top 2-3 things you will take from the mentoring relationship?
 - How would you like to use the remaining time? What do you wish to achieve in the final months?
 - What can I [mentor] do differently to help?



Mentoring Practice

How would you access your competence as a mentor?

1 (poor)

10 (excellent)

Mentoring Practice

How would you access your confidence as a mentor?

1 (poor)

10 (excellent)

wbs

Warwick
Business
School

**WBS Global
Mentoring
Programme:
Mentor Exchange**

Discussion



Share ... what did you learn from one another?

What will you do differently with your mentee?

Shared thoughts from WBS Mentor(s)

Ongoing - I make sure with each mentee, at an early stage, that we have both discussed and agreed what it is that they want help with, and what I can do/am planning to do to help with that/those objective(s). Then, as a matter of course, I'd make sure we revisit that at the end of 6 and 18 months, and revise as necessary.

Closing - In the final 3 months of a relationship, in addition to reviewing and agreeing the plan for the next 3 months, I would encourage the mentee to (if not already done) to "close your eyes, do a fast forward 5 or 10 years - career and personal life - and tell me what you'd like to see. Let's then discuss key aspects of getting from here to there, and establish what help you might be able to gain to achieve those objectives."

wbs

Warwick
Business
School

WBS Global Mentoring Programme: Mentor Exchange

Mentoring and Career
Resources



Programme Quality Review - feedback on your programme

The WBS Mentor Programme feedback survey will be emailed out soon, now is a great time to check in with your mentee if you don't have a scheduled meeting. You can help us to **stress the importance** of completing the Programme Quality Review to you rmentee which will aid us in shaping the most effective programme for you and them. Due to complete over the Christmas/New Year period.

Thu 03 Dec 2020, 10:44

DLMBA module – Lesson 9

Re-visit the [DLMBA module -lesson 9](#)

View the [role play video](#) on a Rich Picture exercise and how the relationship was developed .

Thu 03 Dec 2020, 09:55

Dealing with emotions

Mentee emotions can and do arise in mentoring relationships for various reasons. So, as a mentor, what can you do, how can you react/manage the situation and what do you need to be aware of

Thu 03 Dec 2020, 09:23

Mentor Toolkit

The [WBS Mentoring Toolkit](#) is designed to provide you with tools, guidance and frameworks to support you to maximise the success and benefit to both Mentee and Mentor.

These resources are there to support you so please let the Mentoring Steering Committee (MS Committee) know if there is anything else you would find useful.

If you are willing to share it, please let us have anything that you have found particularly useful for your mentoring.

Wed 02 Dec 2020, 16:00

[Older news](#)

[RSS feed](#)

CareersPlus@wbs.ac.uk



[@warwickBschool on Twitter](#)

WBS

[Follow](#)

Nicola Burgess challenges the top-down pecking order of the NHS hierarchy 🙌 <https://t.co/KvQVBNbc0Z> #coreinsights... <https://t.co/QPbRfIP810>

Today, 4:25pm

[Reply](#) [Retweet](#) [Favorite](#)

Huge congratulations to this year's winners and finalists 🎉👏 <https://t.co/dZx7KsHixe>

Yesterday, 6:08pm

[Reply](#) [Retweet](#) [Favorite](#)

RT @Heropreneurs: Just a few hours to go until we announce the lucky winners of the Heropreneurs' @WarwickBschool Awards 2020. Keep an eye...

Yesterday, 3:38pm

[Reply](#) [Retweet](#) [Favorite](#)

As we emerge from another lockdown, we can only hope to return to a sense of normality in the near future. But how... <https://t.co/IRc3drd0J0>

Yesterday, 9:49am

[Reply](#) [Retweet](#) [Favorite](#)

Mentor Online Area – “Resources” to support your relationship(s)

Induction Day Support Documents

Use the links below to download digital copies of the handouts from the face-to-face induction day.

- [Mentor MoA \(2020\)](#)
- [Mentee MoU \(2020\)](#)
- Mentoring Session Template [.PDF](#) / [.DOC](#)
- Career / Future Plan Template [.PDF](#) / [.DOC](#)
- [Conflicts of Interest](#)
- Contracting, Expectations and Boundaries Framework [.PDF](#) / [.DOC](#)
- [Contact Plan](#)
- How I like to converse [.PDF](#) / [.DOC](#)
- [Mentee & Mentor Expectations and Responsibilities](#)

Mentoring Toolkit

The WBS Mentoring Toolkit is designed to provide you with tools, guidance and frameworks to support you maximising the success of your mentoring relationship. Use the links below to download the full toolkit, or just the portion you need.

- [Full toolkit \(with linked contents page\)](#)
- [A - Preparation](#)
- [B - First Session](#)
- [C - Ongoing Mentoring](#)
- [D - Final Session](#)

Links

- [Mentor - Area](#)
- [Mentor CPD](#)
- [WBS events](#)
- [Mentor - LinkedIn \(closed group\)](#)
- [WBS Mentoring homepage](#)
- [Newsfeed](#)
- [Resources](#)

Any queries or concerns?
Please get in touch.

[Donna Curtis](#)
Mentoring Programme Officer
donna.curtis@wbs.ac.uk

024 761 50371



Mentor Online Area – “Resources” includes access to FREE Careers Management

Mentor - CPD Record [requirement from June 2017]

- Mentor Continuing Professional Development Record [.PDF](#) / [.DOC](#)

WBS Mentoring Definition

There are many different understandings of mentoring. To help clarify what 'we' (WBS) mean by mentoring, we have a WBS definition. Follow the link (above) to view.

FREE - Career Management Module

Exclusive for WBS Alumni and students. Created by industry experts, covering careers support to help you manage your career ... or to help you to support your mentee.

From CV, cover letters and assessment centres, through to career transitions, redundancy and working in a global environment (leading virtual teams etc).

- [Career Management Module](#)

There is a wealth of alumni resources and services *exclusively* for WBS Alumni. You will need to log-in for this special content

ACCESS: To reset your username/password, you will need your alumni Number and DOB.

WHERE IS MY ALUMNI NO?:

Your alumni number is on most mentoring comms and is always on your WBS alumni newsletter or contact us mentoring@wbs.ac.uk

Mentor Online Area – “CPD” includes access to Mentoring Module (DLMBA)

As part of our continued commitment to the quality of the programme and to help support WBS mentors, the WBS Mentoring Programme provides access to continued personal/professional development.

This additional support includes webinars from Bob Thomson, Professor in Practice as well as CareersPlus professionals, see previous sessions below. The scheme is also delighted to have special access to Bob Thomson's coaching module on the Distance Learning MBA (DLMBA). Due to its exclusivity log in access is required. See links below or contact donna.curtis@wbs.ac.uk for access information.

It is important to note that since June 2017, the programme has introduced WBS Mentor CPD self-reporting. Follow the link below for further details, including the CPD self-reporting templates.

- [CPD Self Reporting commitment](#)

Our Webinars:

Mon 6th April 2020

- Bob Thomson: *Mentoring across cultures*
 - [2020-004-06-CPD-presentation.pdf](#)
 - [Webinar Recording](#)

Fri 3rd April 2020

- Mentor Connect (with possible Trio/Duo work tbc)
 - [2020-004-03-CPD-presentation.pdf](#)
 - [Webinar recording](#)

Special Exclusive Access:



- » [DLMBA - Mentoring Module](#)
- » [How to access](#) (logging in using alumni number is required)

Links

- [Mentor - Area](#)
- [Mentor CPD](#)
- [WBS events](#)
- [WBS Mentoring homepage](#)
- [Newsfeed](#)
- [Resources](#)

SPOTLIGHT RESOURCE:

Careers Plus:
[Career Management
Module](#)
FREE - 16 Lessons

CPD reporting template:

DLMBA Mentoring Module (exclusive to WBS Mentors)



WARWICK BUSINESS SCHOOL
THE UNIVERSITY OF WARWICK

SIGN IN

[Forgotten your password?](#)

Click on forgotten password to 'reset access/gain access'

DLMBA Mentoring Module (exclusive to WBS Mentors)



WARWICK BUSINESS SCHOOL
THE UNIVERSITY OF WARWICK

SIGN IN ▶

[Forgotten your password?](#)

Click on forgotten password to 'reset access/gain access'

PROBLEMS SIGNING IN? ✕

Your username and password is sent via email at the beginning of the course. You might like to check your email account to see if you still have the email from us.

If you cannot find it or require further help, please email helpdesk@wbs.ac.uk

If you are logging into the mentoring course as one of our alumni you can choose a new password [here](#).

DLMBA Mentoring Module (exclusive to WBS Mentors)



WARWICK BUSINESS SCHOOL
THE UNIVERSITY OF WARWICK

SIGN IN ▶

[Forgotten your password?](#)

Click on forgotten password to 'reset access/gain access'

PROBLEMS SIGNING IN? ✕

Your username and password is sent via email at the beginning of the course. You might like to check your email account to see if you still have the email from us.

If you cannot find it or require further help, please email helpdesk@wbs.ac.uk

If you are logging into the mentoring course as one of our alumni you can choose a new password here.

UPDATE PASSWORD ✕

Your alumni number is your WBS student number preceded with an A or NM (for example A1234567). For help, see below.

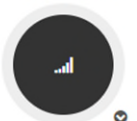
Alumni Number

Date of Birth

New Password

Confirm New Password

Strength Estimate



✔ SAVE NEW PASSWORD

If you have any problems, please contact help@wbs.ac.uk or phone 024 765 22522



Welcome to our W

Since 2009 the WBS Mentoring pro
500 mentees and currently has app
supporting the programme ... with

To ensure WBS mentors are equip
volunteer WBS Steering Committee
took the decision that all mentors r
before being accepted into the poo

Then as part of the continued deve
existing mentoring skills, we are de
DLBMA module from Professor Bob

See the course guide ('getting started') for information on what
do to:

1. **New WBS Mentors**
2. **Existing WBS mentors.**

Course Overview

LESSONS:

- Lesson 1 - The Basics of Mentoring
- Lesson 2 - The Skills of Mentoring
- Lesson 3 - Mentoring Demonstration One
- Lesson 4 - Tools for Mentoring
- Lesson 5 - Mentoring as a Line Manager
- Lesson 6 - Mentoring Demonstration Two
- Lesson 7 - Practical and Ethical Issues in Mentoring
- Lesson 8 - Mentoring as a Relationship
- Lesson 9 - Mentoring Demonstration Three
- Lesson 10 - Solution-focused and Cognitive Approaches

7.5 Ending a mentoring assignment

Lucy West and Mike Milan write that:

The end of a development coaching contract is a significant event. If the work has been meaningful and effective, both coach and client are likely to regard their relationship as a significant one and therefore to have strong feelings about its ending.

West and Milan (2001)

Jenny Rogers (2008) recommends that:

In general, managing and marking the ending is a lot better for both sides than letting it peter out.

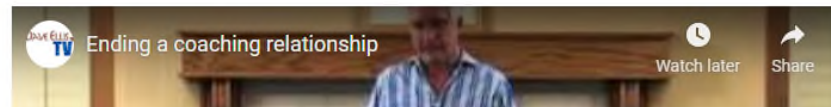
There are a number of aspects to ending a mentoring assignment well. First, as we have just been considering, it is important to evaluate the effectiveness of the mentoring. Second, it is useful for the mentee to consider how they will continue to develop after the mentoring has ended. You might, for instance, help them to identify further development goals and associated action plans that they will carry out without ongoing support from you. Or, you could encourage them to reflect on their experience of mentoring and identify how they can mentor themselves in future. There is a sense in which the role of the mentor is to make themselves redundant.

Third, it is important to acknowledge that the mentoring relationship is indeed at an end. Beverly Brooks writes:

This is a difficult area for all concerned, not least because it involves negotiating loss. It is hard for [mentors] because they inevitably have an attachment to the [mentee] and for [mentee] because they have an attachment to their [mentor]. However, it is an ethical way to proceed which allows true growth for both.

Brooks (2001)

<http://youtu.be/ecSaMeP522o>



Plenty to explore in the DLMBA Mentoring Module

The screenshot shows a navigation bar at the top with icons for home, 9.1, 9.2, and a flag icon. Below this is a course card for 'Lesson 9 - Mentoring Demonstration Three' with the WBS logo. A table of contents lists the lesson sections: 'Start of Lesson 9', '9.1 - Mentoring demonstration three', '9.2 - Reflecting on your mentoring practice', and 'End of Lesson 9'. The '9.1' and '9.2' sections are marked as completed with blue circles. Below the table of contents, the 'Introduction' section states: 'This is the final video recording of simulated mentoring conversations between Ben and his mentor, Robyn.' The 'Reading for Lesson 9' section states: 'The set reading for this lesson is: Thomson, *The Coaching Dance*. Chapter 5 (pp. 65-79)'. A right-hand sidebar contains icons for a menu, edit, and warning.

Lesson 9 - Mentoring Demonstration Three

Start of Lesson 9				
9.1 - Mentoring demonstration three	●	-	-	○
9.2 - Reflecting on your mentoring practice	●	-	-	○
End of Lesson 9				

Introduction

This is the final video recording of simulated mentoring conversations between Ben and his mentor, Robyn.

Reading for Lesson 9

The set reading for this lesson is:

Thomson, *The Coaching Dance*. Chapter 5 (pp. 65-79)

Resources Available for Mentors and Mentees

Share the following with you mentee, when the need arises. The following links are available whether a student or alum:-

- Alumni webpage – www.wbs.ac.uk/about/alumni/ - journal access from here, once signed in
- CareersPlus HomePage (mywbs) - <https://my.wbs.ac.uk/-/careers/homepage/>
 - CareerPlus Shop - www.wbs.ac.uk/shop/careersplus
 - CareersPlus Recordings - <https://my.wbs.ac.uk/-/careers/content/resources/in/1111404/item/1111411/>
- Your Career Management Module (FREE) – my.wbs.ac.uk/go/career-management
- Professional Networks - www.wbs.ac.uk/about/networks/professional/
- WBS Careers Blog - <https://www.wbs.ac.uk/blogs/staff/>
- WBS Global Mentoring Programme – my.wbs.ac.uk/go/mentoring
- WBS MBA Alumni (access to modules/if/when avail): <https://warwick.ac.uk/fac/soc/wbs/teaching/alumni>
- University of Warwick – Wellbeing Support Services - <https://warwick.ac.uk/services/wss/>

What will you take from today's session?

Feedback

We'd welcome your feedback on the session:

https://wbs.qualtrics.com/jfe/form/SV_1BltpftBNWhUP9Y

Thank you!

Donna Curtis

Global Mentoring Programme Manager

E-mail: donna.curtis@wbs.ac.uk

mentoring@wbs.ac.uk

www.my.wbs.ac.uk/go/mentoring