

Mentoring statement

What is mentoring?

‘Mentoring is a brain to pick, an ear to listen, and a push in the right direction.’ **John C Crosby**

‘The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.’ **Steven Spielberg**

Research has proven the value of mentoring for improving our work experience, and the Institute of Learning & Teaching (ILT) recognises this by providing mentoring for all members of staff, new or established.

What does it involve?

There are many different definitions of mentoring and the ILT has adopted one that describes the process as semi-structured guidance where one person shares their knowledge, skills and experiences to assist another person in a particular area or situation, within agreed limits.

Mentoring can be a short-term partnership arrangement until the original reason is achieved or can last for longer time periods by the mutual consent of the partners.

Mentors can:

- Act as an impartial sounding board. They create valuable space and time for you to ‘stand back’ and review where you are now, where you want to get to, and how best to get there.
- Contribute viewpoints, advice, and information from their own knowledge, experience and expertise.
- Assist you to achieve changes and goals to enhance your professional and personal life.

What type of mentoring is available?

The ILT will offer staff three types of mentoring.

1. Induction mentoring

This will be arranged for newly appointed staff to help them orientate themselves to the University/Faculty/School and its procedures, policies, personnel, sources of help and information and to help them ‘survive’ their first few weeks in a new post.

The mentor:

- may act as an impartial confidante for any concerns or difficulties you may have in settling down, and help you to work out strategies for success.
- generally will not be someone in direct authority over you.

- usually be someone from outside your immediate circle, though preferably doing a similar or related role.

2. Peer mentoring

This will be provided for new or junior colleagues who will be linked to a more experienced person who can mentor them in a particular area (e.g. teaching observation or teaching planning or University database management or HR management) or for general support.

3. Developmental mentoring

This will be provided to staff at all levels as part of their personal and professional career development. It may relate to taking on increased responsibility or a new role or being promoted.

It may involve an experienced mentor:

- acting as a role model or,
- providing information about career and training opportunities or,
- helping a colleague to develop their strengths and potential or,
- helping a colleague identify their changing needs, values and aspirations.

How do I get access to a mentor?

Newly appointed staff will be assigned a mentor as part of their induction programme.

Established staff, who would like access to a mentor, should discuss this at a meeting with their line-manager. This may be part of their development needs discussion at a PDR meeting or can be at a separate meeting during the year as a need arises.

How do I become a mentor?

Mentoring is rewarding and offers valuable opportunity for the mentor to develop as well as the mentee and to gain a wider understanding of their work environment. Staff who wish to undertake a mentoring role should discuss this as part of the PDR meeting or at a separate meeting with their line-manager.

Is there any support and training for mentoring?

The University has launched a Mentoring Network available to all staff. It offers training and support to mentors or mentees who wish to use the network. Details of how to register can be found on:

<https://www.liv.ac.uk/intranet/hr/people-development/mentoring/>

An Athena SWAN mentoring Network has been established between the Universities of Liverpool and Manchester to offer cross –institutional mentoring in support of the Athena SWAN Charter. More details can be found at:

<https://www.liv.ac.uk/intranet/hr/people-development/mentoring/athenaswan/>