

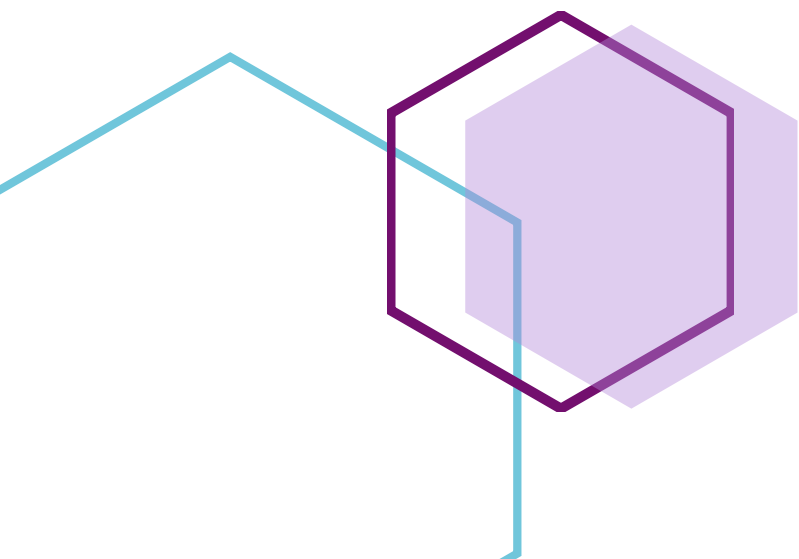


Reverse Mentoring Programme



Curiosity | Culture | Change

An overview of the successful reverse mentoring programme
devised and delivered by **The Power of Staff Networks**™





Reverse Mentoring: Improving Through Inclusion

The Power of Staff Networks believes that any organisation that wants to remain productive, innovative and provide the best service, must have inclusion and belonging at the heart of what it does.

While mentoring has existed for centuries, the concept of reverse mentoring only started in the 1990s. The rationale behind reverse mentoring is to provide an open and honest environment to foster a joint learning experience for the senior management team (mentees) and their mentors (usually less senior members of staff).

Reverse Mentoring through the lens of race

Reverse mentoring through the lens of race helps to create an opportunity for staff from minority ethnic backgrounds to act as mentors to more senior staff, by sharing their experience of the barriers, micro-aggressions and bias they encounter as employees.

Through the programme, we aim to achieve greater depth of understanding and insight to inform the mentees in their role as leaders, decision influencers, policy shapers, to make better decisions leading to a stronger, more empathetic, compassionate and effective organisation.



How we support organisations

A Reverse Mentoring programme cannot operate as a stand-alone. It needs to be part of a wider approach to inclusion and tied into an overarching strategy so that the impact and effectiveness of the programme can be evaluated. We work with you to identify the best approach for the greatest value to both the participants and wider organisation.

We do this by:

- Establishing mentorship relationships between senior managers and staff from Black, Asian and Minority Ethnic backgrounds
- Facilitating bespoke separate workshops for mentors and mentees creating a safe space to promote learning and growth through the collection and exchange of information and advice



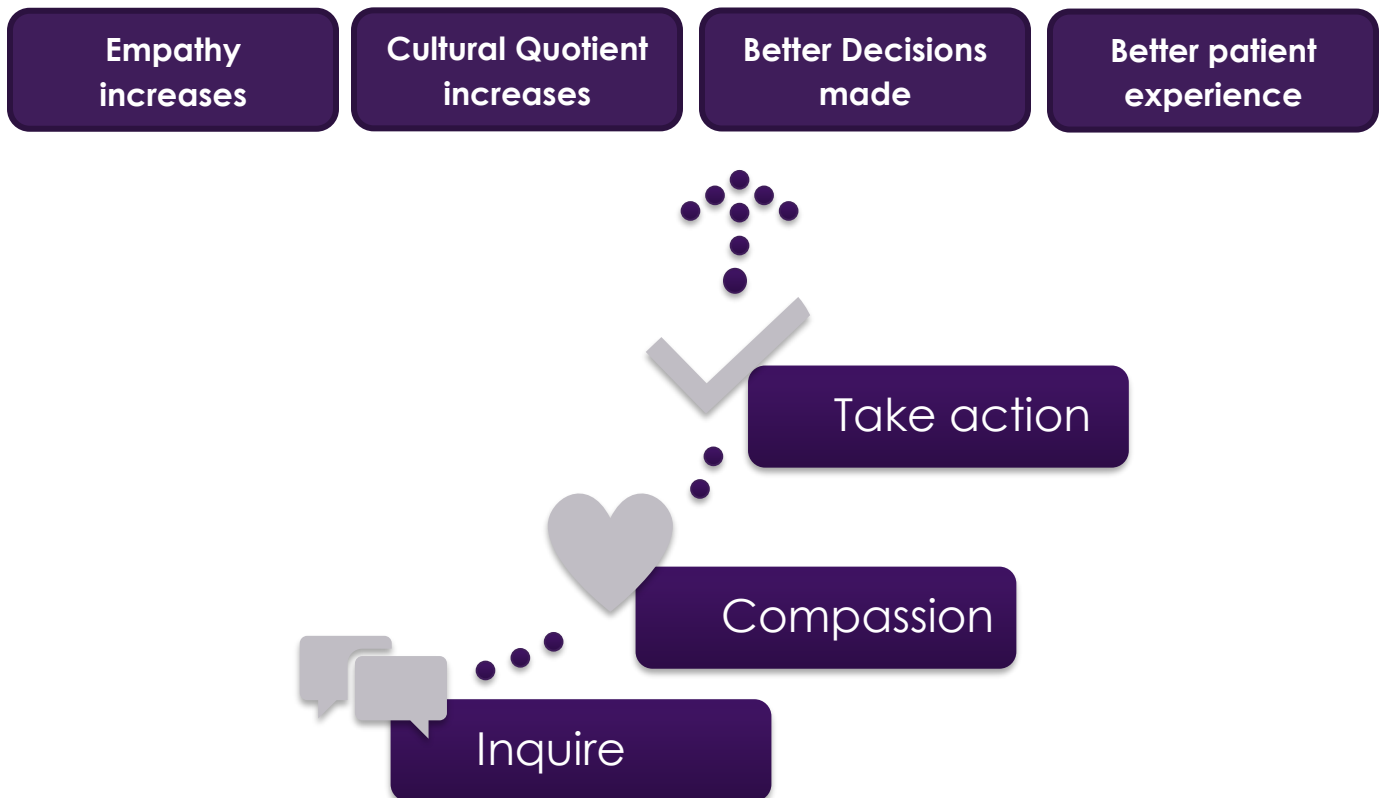
- Helping to sustain organic growth of the professional network of mentors and mentees through evaluation and continuous learning

Workshops include:

- Making the mindset shift (attitude is linked to behavior)
- Cultivating curiosity and compassion through inquiry
- Essential ingredients of a successful reverse mentoring relationship
- Reverse mentoring reverses power – are you ready?
- Effective mentoring skills

Our approach at a glance

We believe that when mentees listen to understand rather than listen to respond or defend, it enables the start of a mindset shift. We emphasise the importance of having an inquiring or curious mind to help uncover some real truths during the relationship. Listening and learning leads to building empathy, compassion and boosting cultural intelligence. All of these elements contribute to mentees being able to make better decisions and where necessary, challenge peers more effectively.





Contact the Power of Staff Networks today to see how we can help:



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**“YOU NEVER REALLY UNDERSTAND A PERSON UNTIL YOU
SEE THINGS FROM HIS POINT OF VIEW – UNTIL YOU CLIMB
INTO HIS SKIN AND WALK AROUND”**

Harper Lee, To Kill a Mockingbird

