

# WHAT IS MENTORING?

There are many similarities between coaching and mentoring. Both coach and mentor will work with the person they are coaching/mentoring to explore issues and develop solutions and actions.

Where mentoring differs from coaching is that the mentor will most likely share a professional heritage or experience with their mentee. The mentor may be a more experienced member of staff in the same organisation or an external mentor who has a similar experience or background. A mentor is someone who can give advice and support which is specific to a role or organisation.

An area within mentoring that is growing rapidly is that of inclusive mentoring, sometimes also referred to as reverse or mutual mentoring. By pairing mentors from under-represented groups with mentees in senior management, they can effectively share perspectives, learn from each other, and work towards a more inclusive company culture. Inclusive mentoring is the opposite format of traditional mentoring, where the senior leader is mentored by a younger or more junior employee. The process recognises that there are skills gaps and opportunities to learn on both sides of a mentoring relationship and flipping the traditional format on its head can be very beneficial for both parties.

The Staff College approach to mentoring, is to ensure that mentor and mentee are 'matched' with consideration for mentee specified requirements including professional or subject background and experience, goals, hopes and intentions for outcomes and consideration for diversity characteristics and experience. Once the Staff College team have proposed an initial match, mentor and mentee are invited to have a 'chemistry conversation' to check out if the match is likely to be effective:

- If the match is confirmed, the relationship can begin.
- If the match is not confirmed, by either mentor or mentee, we will do our best to re-match based on feedback.

Once the match has been confirmed the mentor will share the Staff College mentoring agreement which sets out some principles within which the mentoring will take place. [A copy of the agreement can be viewed here.](#)

All our mentors work within the Staff College Code of ethics, [a copy of which can be viewed here.](#)

