

Management mentoring

What is Management mentoring?

Management mentoring develops the personal qualities and professional skills required in a Manager. The mentor works alongside the person being mentored to:

- Teach a specific skill
- Facilitate an individual's growth by sharing resources, techniques and networks
- Challenge the individual to move beyond his or her comfort zone
- Create a safe learning environment for taking risks
- Develop a 'can do' motivated attitude
- Support confidence and self-belief

Who can benefit from Management mentoring?

Individuals who most benefit from management mentoring are:-

- New Managers
- Those identified as having the potential to grow into the role of Manager
- Those who have been promoted into the role of Manager
- Those whose brief as a Manager has changed, or where there are new expectations

How does it work?

Management mentoring can either take place as a one-to-one session or in a small group where the participants of that group have been identified as having similar needs. Each session will typically last between 90 minutes and 2 hours.

Skills focussed on during the management mentoring sessions can include:

- Prioritising time and tasks
- Delegation
- Decision making
- Handling responsibility and conflicting demands
- Presenting information – written and verbal
- Supervising and monitoring the performance of others
- Appraising and developing individuals and teams
- Setting short & long term goals
- Managing critical work relationships
- Building teams that are motivated, inspired & innovative
- Resolving & managing conflicts

- Chairing and / or facilitating meetings
- Self-management including managing stress and pressure
- Communication and interpersonal skills

Why is Management mentoring beneficial?

Having a mentor provides an individual with a continuous professional development and learning which grows both the individual and organisation.

Benefits for the person being mentored

Participants have the advantage of one-to-one support that targets exactly what they need, when they need it. They learn how to become effective managers more quickly, using the support of their mentor's skills and experience to reduce learning time, and acquire additional, useful knowledge and understanding. All of this will help to lower stress in their work role whilst developing performance.

Benefits for the organisation

Offering support and development by a Mentor can assist with attracting and recruiting the right candidate for a role, and encourage retention of good managers or those with the potential to develop and learn new skills. Mentor programmes engage and motivate employees, supporting them to develop a positive, 'can do' attitude. Employees who have been effectively mentored demonstrate an increased ability to deal with real-life issues in the workplace, together with enhanced interpersonal and communication skills.

"Through the management mentoring programme I have developed my professional skills and confidence. Most importantly I have learnt how to influence and communicate with others, particularly those more senior to myself"

Manager, Residential home

**If you would like to discuss our management mentoring service in more detail contact
aim2aim on 0843 2050 867 or e mail info@aim2aim.co.uk**