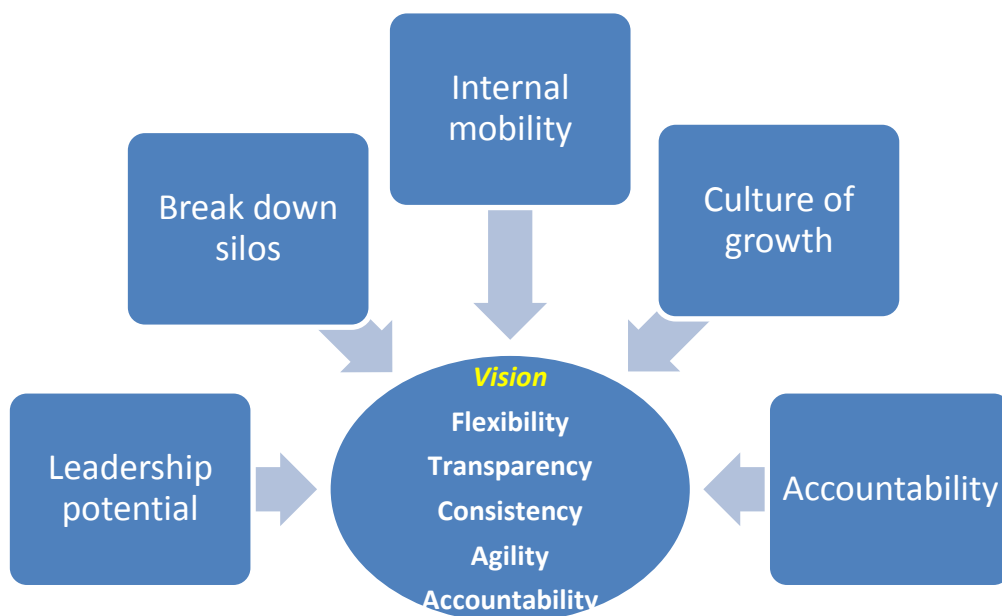


Mentoring matters to us:

For UIS, *Mentoring is about building a two-way learning relationship in order to support and encourage people to manage their own development to maximise their potential, upgrade their skills and help them become the person they want to be.*

This year the mentoring scheme was relaunched in mid-April. We opened the scheme to everyone within UIS and the IT staff across the community. We have 62 members as part of this year's mentoring cohort and most of them have been successfully matched.

Top 5 reasons why mentoring matters to us:



- **Leadership potential:** By improving people's self-awareness, and having someone neutral to bounce ideas off, it improves leadership potential
- **Break down silos:** We made sure we have matched you to someone that you would not normally work with, to help broaden the knowledge base and break down silos
- **Internal mobility:** By gaining familiarity of other areas and making those contacts, internal mobility becomes more natural
- **Culture of growth:** The collective effect of individuals developing and growing is an overall culture of growth

- **Accountability:** Improved accountability is a product of people being more confident in their roles

An interactive two hour workshop, with practice sessions in pairs and groups, was organised on Wed, 6 June for all the mentors of the 2018 mentoring cohort. It was designed to help participants develop mentoring skills within a framework of effective models and a platform to network and collaborate with each other to make the entire process a success. A few members of the Senior Leadership Team (SLT) attended the workshop and shared their experiences with the group.

Participants were also involved in an ideas session to suggest how to sustain the Mentoring Scheme going forward.

I will be developing these thoughts further in an on-going series of Career development and mentoring guidelines, but your suggestions and ideas are welcome and will play a vital role in making this entire process more effective and ultimately, useful to the community

If you are interested to know more about mentoring, please contact me at rr541@cam.ac.uk. I look forward to supporting you with your career development.

Rinku Raina, Career Development Adviser