



IoD Jersey Mentoring Scheme

IoD Jersey Mentoring Programme Frequently Asked Questions (FAQ's):

What is Mentoring?

Mentoring is a two-way process, which takes place over a set period of time.

Mentoring can have a significant impact on both the Mentor and the Mentee. Through the partnership both are able to improve knowledge, skills, and behaviours and apply best practice in a practical way.

Why become a Mentee?

Mentoring gives you, the Mentee, access to knowledge, experience, and advice, in a supportive environment that is completely confidential, impartial, and non-judgemental. You will have guidance from your Mentor over a set period of time, although it is likely that the experience will benefit you throughout your career.

What are the benefits for you as a Mentee?

- To gain knowledge, skills and insight that will help you step into a Director role and contribute as peers in the boardroom
- To obtain advice, guidance and support relevant to board roles and challenges
- To foster and enhance your connections across different industries/ sectors, deepening your networks
- To better understand the requirements to transition into a Director role and build the confidence to help you achieve their career goals

Why become a Mentor?

As an experienced Director, you will have a lot to offer, ultimately not only benefitting your Mentee but also helping to develop future leaders and Directors on the Island by improving knowledge and skills and enabling better cross-industry understanding and collaboration.

What are the benefits for you as a Mentor?

- To contribute to the development of future Directors
- To transfer skills, knowledge and experience and enhance and grow your own leadership skills
- To develop new professional relationships and enhance your connections across different industries
- To demonstrate your commitment to developing others which may enhance your peer recognition



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- To 'give something back', which can feel both personally and professionally rewarding as you see others grow in confidence and ability

Does it cost money to participate in the IoD Jersey Mentoring scheme pilot?

No. This programme is funded by the IoD Jersey. However, in order to participate in the programme you must meet the eligibility criteria, which includes being a Member of the IoD.

How long will the IoD Jersey Mentoring scheme pilot last?

This pilot programme will be run and evaluated after 9 months. The learning from the pilot will allow us to develop an improved Mentoring programme at a later stage.

The recommendation is that it will not be shorter than nine months.

In addition to the one-on-one Mentoring between pairs, the IoD Jersey will also conduct 'check in's' with Mentors and Mentees.

We actively encourage participants to organise their own discussion groups to support each other.

We also encourage you to involve each other in your professional networks.

How will Mentees and Mentors be matched?

We understand that the matching process is a critical part of the programme and, as a new programme, we will work closely with both parties to make sure we get it right.

The matching will be undertaken by the IoD Professional Development Committee, using the Mentor and Mentee application forms, with the aim of creating compatible and sustainable matchings between individual Mentors and Mentees.

Mentors and Mentees will be matched on a variety of factors including their professional experience, skills and interests and expectations of the programme.

Upon conclusion of the initial pilot (9 months), an evaluation will be done with the aim of making improvements if necessary.

What is the time commitment?

The success of the programme will be, in a large part, due to the engagement and drive of the participants. Those who invest their time and energy are likely to get the most from the scheme.



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This is a 9-month programme, starting in January 2023.

Once Mentors and Mentees have been matched, each Mentoring partnership is responsible for arranging their own meetings.

We suggest that Mentors and Mentees meet at least 6 – 8 times over the 9-month period. Typically meeting every 4 – 6 weeks.

What is the Mentoring Agreement?

Mentors and Mentees are required to sign a Mentoring agreement outlining practicalities and expectations during the Mentoring relationship. This can be downloaded [here](#).

What if the Mentoring relationship doesn't work out?

There may be situations where a Mentoring relationship doesn't work out. The reasons for this can vary and the relationship can be ended with a 'no fault' closure. The no-fault closure can be initiated by the Mentor or Mentee and the reasons for closure are not required.

The process to end a relationship can be done either directly between the Mentor and Mentee or by requesting the IoD Jersey Professional Development Committee to facilitate it. If either the Mentor or Mentee chooses to close the relationship themselves it needs to be done with professionalism and respect. It is recommended that a final meeting be held to discuss the closure and the reasons behind it.

If either the Mentor or Mentee do not feel comfortable in closing the relationship, members of the IoD Jersey Professional Development Committee are able to assist. They can act as facilitators to professionally close the relationship.

The IoD Jersey Professional Development Committee should be notified if relationships are terminated as new Mentors / Mentees may need to be assigned.

What support is available?

The IoD Jersey Professional Development Committee will be on hand to support you throughout the process and will be capturing feedback, ideas and ways to improve throughout.

There is also guidance available in the following documents:

- IoD Jersey Mentee Guidance



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- IoD Jersey Mentor Guidance
- IoD Jersey Mentoring Reflective Journal

Attending the IoD Jersey's events may also provide an opportunity for pairs of Mentors and Mentees to meet up with others involved in the Scheme.

How will the IoD Jersey Mentoring Scheme pilot be evaluated?

All Mentors and Mentees will be required to complete evaluation surveys prior and post programme completion. In addition, the IoD Jersey Professional Development Committee welcomes any suggestions and feedback on the programme at any stage.