



## 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.

### **Am I eligible to be a Mentee?**

To be eligible to apply for the 2025/26 IoD Jersey Mentoring Scheme as a Mentee you must be:

- a Member of the IoD Jersey.
- aspiring to become a future Director or newly appointed as a member of a Board in a small or large organisation.



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- highly motivated to develop and improve your skills and committed to willing to drive your Mentoring relationship and take responsibility for your own learning.
- open to feedback and learning and be able to articulate your desired goals and ask for help.
- based in Jersey – and not plan to be away for work or personal reasons for a substantial period.
- not be disqualified from being a Director.
- not currently on a Board of Directors.
- willing to enter into a Mentoring agreement, outlining practicalities and expectations, with your Mentor.
- willing to provide feedback on the IoD Jersey Mentoring Scheme.

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

### **Am I eligible to be a Mentor?**

To be eligible to apply for the 2025/26 IoD Jersey Mentoring Scheme as a Mentor you must be:



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- a Member of the IoD Jersey.
- an experienced Leader with experience in a director level position.
- motivated by a strong desire to support your Mentee to achieve their full potential.
- able to allocate time to your Mentee on a regular basis over the 9-month program period.
- an excellent listener, using exploratory questioning and feedback skills.
- willing to share your experience and expertise to provide insight and make introductions to your professional networks.
- based in Jersey – and not plan to be away for work or personal reasons for a substantial period.
- not be disqualified from being a director.

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

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

### **How long will the IoD Jersey Mentoring Scheme last?**

This formal programme will be run for 9 months, although we do hope many Mentor/Mentee partnerships will continue their professional relationship beyond the scheme.

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.



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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 scheme, an evaluation will be done with the aim of making improvements if necessary.

### **Does everyone who applies to the scheme get matched?**

The IoD Professional Development Committee will do their best to match all Mentor and Mentee applicants.

If we receive a higher volume of applications for Mentors than we anticipate, then we may, unfortunately, not be able to accommodate every application. In this situation, we will let you know as soon as possible.

### **What is the time commitment?**

This is a 9-month programme, running between January 2026 – November 2026.

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.

The success of this programme is, 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.

### **What is the Mentoring Agreement?**

Mentors and Mentees are recommended to sign a Mentoring agreement outlining practicalities and expectations during the Mentoring relationship.



### **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.

We will also be able to provide the following documents:

- IoD Jersey Mentoring Scheme - Mentee Guidance
- IoD Jersey Mentoring Scheme - Mentor Guidance
- IoD Jersey Mentoring Scheme - 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.

Access to the expertise of the Professional Development Team at the IoD Jersey.



## IoD Jersey Mentoring Scheme

### **Evaluation of the IoD Jersey Mentoring Scheme:**

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

### **What are the Terms and Conditions of the IoD Jersey Mentoring Scheme?**

By participating in the programme, you understand:

- The objectives and purpose of the programme.
- You are not entitled to any financial or in-kind support from the IoD Jersey and are fully responsible for covering your costs and expenses in participating in the pilot.
- You will participate in the evaluation of the pilot.
- You will keep confidential any information shared with you by your Mentor/ Mentee and not disclose any such information to anyone unless authorised by your Mentor/Mentee.
- You will notify the IoD Jersey Professional Development Committee immediately if any actual or potential conflict of interest arises.
- If you fail to comply with the terms and conditions, the IoD Jersey may, at its sole discretion, require you to withdraw from the pilot.