

South West Museum Development Programme



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South West
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Programme

Advocating the Value of Mentoring

Roz Bonnet and Elizabeth Neathey



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What is the challenge & outcome?

Challenge:

Why is there a gap in the understanding of employers of the role and benefits of mentoring?

Outcome:

To be able to advocate the value of your mentoring to your employer



Outcomes

Benefits

- Mentoring helps with staff's CPD
- Facilitates the sharing of best practice
- Enables access to professional advice
- Improves workforce confidence
- Facilitate new ways of working
- Expands networks and opportunities

Challenges

- Low profile of mentoring in the sector
- Budget cuts, time constraints and reduced staffing has resulted in less active engagement with local museums in the form of mentoring
- Museum Mentors have a tendency to provide mentoring assistance in their own time

What value do I bring to my employer as a mentor?

Exercise:

In pairs working with someone **who is not from your organisation**, using the post-it notes provided, state a quality which you use in your mentoring practice that you think an employer would value...



Mentoring: Advocating to your employer

Competencies & Aptitudes

- Enhances effective communications
- Encourages the use of initiative and creative thinking
- Reinforces analytical skills and problem solving
- Develops time management skills
- Demonstrates flexibility in responding to changing needs and circumstances
- Develops leadership and influencing skills to effect positive change
- Develops conflict management strategies

Outcomes

- A two way learning process
- Cost effective - time and resources
- Supports a positive learning environment
- Enhances partnership working between museums
- Develops a wealth of new opportunities and collaborations
- Reinforces the value of peer learning
- Develops a reflective practice for the benefit of host organisation

Next steps

- Your suggestions and comments will be taken on board
- A final document will be made available online at www.southwestmuseums.org.uk by early March 2017
- Share with your employer if appropriate



Questions?

Contact us on:

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