



Mentoring for All

Inclusive mentoring for the sector

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#MentoringforAll



What is the specific focus and purpose of your particular scheme?



Brand new programme
Mentoring for All – inclusive mentoring for the sector
Anyone and everyone
Removal of boundaries and barriers
Test a model of standalone mentoring
The following informed our thinking:
MA Workforce Strategy
Character Matters Report



Our observations



Aligned to a development programme
Associated with a particular discipline
Associated with a particular grade
Associated with employment status
Associated with a 'perception'
Appetite - supply and demand
Efficacy – what people need, what the sector needs.



“YES you are now taking about freelancers - huge resource and could there be a forum on the website for professional lives so not so isolated.”

“As a mentor an opportunity to meet with other mentors could be interesting.”

“More online resources so we don't have to pay to travel.”

“As a Mid-career professional I'd like to understand how to better access careers advice to help me think about where to go next.”

“MA should be able to facilitate older museum professionals passing on their experience in a two-way transaction. Not one to one e.g. Mentoring but in a way that would inspire & engage both parties. I know that interaction with younger people can keep your horizons & beliefs open.”

Figure 33: Type of training or CPD activity



Source: BOP Consulting (2016) [n=4810, respondents choose multiple options]



Our hopes



Mentoring seen as an intervention
 Accessible by anyone and everyone

Focuses at an individual level
 Accumulating effect at the sector level

Sustainable, good quality and ethically-bound mentees
 Anytime, any place, anywhere!



What is its scope in terms of both mentors and mentees?/ How many mentors/mentees are involved in it?



England
Scotland
Pilot 19 mentoring relationships – 38 individuals
2 spare mentors



How is the update/review/refresh being carried out (brief explanation of methodology or process)?



Research Report
Recommendations for Mentoring Model - Peer Reviewed
Non-Applicant Report
Applicant Report
Cohort Report
Workshop Evaluation
Supervision Evaluation
Diversity Profile Report
Work Profile Report
Baseline Evaluation
Mid-point Evaluation
End-point Evaluation
Summative Evaluation



What has your review revealed in terms of what works, what doesn't?



Application Form
Feedback Process
Face to Face Training
Matching Process
Mentor Supervision

Understanding of Mentoring
Window for Application
Cohort Communication
Mentee 'Supervision'
Appealing to All
Spare Mentors



What are you going next? E.g. changes to the scheme if it's continuing, legacy if it's not.



Five horizontal lines for writing notes.

Blogs about experience
#MentoringforAll

Summative Evaluation Report
Downloadable Essentials and Desirables

Embedding in AMA Resources
Applying to #MOU2018

Next cohort...



Five horizontal lines for writing notes.



“Spoon feeding in the long run teaches us nothing but the shape of the spoon.”

Five horizontal lines for writing notes.

E.M. Forster



Two horizontal lines for writing notes.



Mentoring for All
Inclusive mentoring for the sector

Eight horizontal lines for writing notes.

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