

Mentoring Programme Overview



About the Programme

OUTstanding is an inclusion initiative for global businesses, working directly with LGBT+ and ally leaders to promote inclusion and create environments where everyone can succeed. Our unique cross-industry mentoring programme brings together emerging LGBT+ talent and senior business leaders from throughout our network in mentoring partnerships. Mentoring aids in the career development of emerging LGBT+ talent and provides a platform to help them address specific business challenges, actively fostering diverse talent pipelines. Our mentoring scheme encourages reverse mentoring, providing senior leaders an opportunity away from the business to build an understanding of issues affecting the LGBT+ workforce. This enables senior leaders to build confidence and capability when talking about LGBT+ and become more visible allies in their business.

Identifying Mentors and Mentees

What does a mentor look like?

OUTstanding mentors can support their mentee with guidance and advice concerning their career, specific business challenges and professional development. The mentor will support the mentee in discerning their own authentic path and overcoming career challenges. Mentors will support mentees in creating an effective career development plan.

- Can be either LGBT+ or ally
- Senior level (preferably, but not limited to, executive level)
- Have previous mentoring experience, or a commitment to developing mentoring skills
- Can commit to the time required for meetings and guidance

What does a mentee look like?

Mentees are LGBT+ professionals seeking someone to guide, focus and support them with their career, specific business challenges and professional development. Mentees should recognise mentors are not there to make difficult decisions for them, but provide objective advice from someone outside of their organisation to help challenge and enhance their current outlook.

- Must be either L, G, B or T (or fall within a + category or identity)
- Below executive level
- Minimum 4 - 5 years work experience
- Actively engage with development opportunities available within their organisation
- Can commit to the time required for meetings and have the initiative to drive partnership



The Mentoring Partnership

Mentoring partnerships run for a period of 12 months, with mentors being automatically re-enrolled in the process at the end of their cycle (unless they opt out).

Mentors and mentees will agree to meet regularly every four to six weeks for an hour when possible, face to face or via skype if engaged in a remote partnership. There should be telephone and email contact outside of this as agreed in an initial meeting.

Mentors and mentees should agree a minimum number of meetings or contact time and schedule these in advance where possible for the duration of the programme.

Meetings should take place in quiet, neutral spaces with as few distractions as possible. If meeting face to face, the mentee should be prepared to travel to the mentor where possible.

Both parties should be prepared to have open, honest and frank discussions. The mentor and mentee must respect one another's confidentiality and be willing to define and respect the boundaries of the mentoring partnership.

Mentoring works best when both parties are fully committed to the partnership. While the mentee is responsible for reaching out to arrange meetings and setting agendas, the mentor must be responsible for being responsive to meeting requests and be prepared to hold time for conversations.

Mentors must be willing to focus on the needs of the mentee while mentees should enact any action points from meetings within the agreed time frames. Partnerships are reciprocal - both parties should optimise meetings and mutually agree to the agendas set out.

How partnerships are matched

Prior to the commencement of the mentoring programme, OUTstanding will circulate a questionnaire for both mentors and mentees to help define what both parties are looking for from a partnership. This is an opportunity for mentors to set out what skills and experience they can bring to a partnership and for mentees to articulate how they would benefit from a mentor at this point in their career.

Points of consideration for the partnership include whether mentors and mentees have:

- Similar backgrounds in business
- Comparable work environments
- Experienced similar challenges in the workplace

To find out more

Please speak to your INvolve contact if you're interested in pursuing this opportunity or have questions about your firm specifically.

For any general queries about the programme, get in touch with our mentoring team: mentoring@involvepeople.org



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