

## A GUIDE TO WOMEN IN PROPERTY'S MENTORING SCHEME



### **What is Mentoring?**

Mentoring is a great opportunity to receive one to one, impartial, guidance when you have a specific career goal. Mentoring is a non-judgmental, confidential, conversation conducted in a safe environment. Mentoring is instigated by the mentee who drives the relationship. Mentoring is not: therapy, counselling, teaching, coaching, sponsoring, being a best friend.

As a mentee you can expect your mentor to be experienced in the area you wish to focus on. You might have more than one mentor in your career, in fact we would expect you to have more than one depending on your changing needs as you advance in your profession.

### **Women in Property's mentoring scheme**

Our mentoring scheme is open to members of Women in Property. Mentors are members who give their time voluntarily to help the mentee clarify and achieve their career goal.

Mentees and mentors attend an initial online training session. This provides more information about the nature of mentoring and tips to for a successful mentoring relationship.

We match mentees with a mentor from outside the mentee's professional discipline. This helps avoid a professional conflict of interest and adds greater richness of experience for the mentoring relationship.

### **Benefits**

**Mentees:** empowerment, identification and achievement of career goals, increased confidence, developing a broader perspective on career opportunities, access to a role model.

**Mentors:** Career rejuvenation, increased confidence, personal fulfilment, opportunity for self-reflection, gaining insight from a woman at an earlier stage of their career, and finally, the satisfaction of seeing someone fulfil their potential.

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

Mentoring relationships typically involve a monthly meeting of around one hour over a period of twelve to eighteen months. However, if the mentee is looking for support to meet a short-term goal, meetings may be more frequent but over a shorter period.

Mentees will need time at the start to consider the goal that they want to work towards, time to reflect after each mentoring session and time to carry out the actions they have identified that will help them reach their goal.

Most mentoring relationships are now conducted via online meetings, allowing greater flexibility and convenience for both parties. It also gives the opportunity for matching mentors and mentees on a UK-wide basis. It is the mentee's responsibility to

make contact with the mentor and to schedule meetings.

### **Style**

We encourage Cascade Mentoring whereby mentees have mentees and mentors have mentors. This encourages an exchange of ideas up and down the chain providing an extended shared insight to our industry.

### **Matching process**

We will endeavour to match you in a timely period after your training. However, we cannot guarantee to match you immediately, as it will depend on your specific requirements and the mentors who have registered on the scheme. If you have idea of the person you would like to be your mentor/mentee, please let us know and we will try to facilitate the connection.

### **Support**

Each regional branch has a volunteer Branch Mentoring Ambassador, who is there to help you through the relationship. Together with

Women in Property's Mentoring Team, they will match mentees with mentors and contact you with details of your proposed match.

Your role as a mentee or mentor is to ensure you keep them informed of the development of the relationship, i.e. when you began the mentoring meetings and when the relationship ends.

### **Endings**

There is no set duration for mentoring relationships. We operate a 'no fault divorce' policy, so if your mentoring relationship isn't working out, your Branch Mentoring Ambassador will provide advice.

### **Queries**

If you have any queries about the Women in Property mentoring scheme, please contact our Mentoring Administrator, Lara Farey, on [mentoring@womeninproperty.org.uk](mailto:mentoring@womeninproperty.org.uk) and Lara will direct your query to the appropriate person.

**ENJOY YOUR MENTORING JOURNEY...**