

## WIG People Exchange

### How it works

WIG's mentoring scheme brings together experienced leaders from business, government and the voluntary sector in one-to-one relationships. WIG's diverse membership base and established mentoring process are behind a series of unique peer-level partnerships, in which both mentor and mentee gain from discussing leadership or professional challenges and learn from the other's experience of operating in a different sector.

WIG's process ensures that specific and measurable objectives are agreed between both partners at the outset. WIG then provides support throughout to ensure regular, structured meetings resulting in a specific action plan.

The programme is flexible and will be tailored to meet your individual needs and time constraints, but needs a commitment from both sides to meet for two hours a month.

### What it delivers

The programme has a strongly practical focus, aimed at supporting key personal and business goals. Evaluation from completed mentoring partnerships shows the programme will provide challenge and promote change and innovation. Mentor and mentee alike benefit from the structure, which allows them to explore in depth similarities and differences of approach to leadership issues.

### What WIG does

WIG will work with you to build a successful mentoring partnership. The seven-stage process involves:

#### ► Clarifying mentee requirements

On receiving a request for mentoring, WIG will contact the mentee for a preliminary discussion to gain a good understanding of the issues they want to address through mentoring.

#### ► Matching

WIG will match the needs of the mentee with the skills and experience of available mentors. Within six weeks, WIG will arrange meetings to introduce the mentee to up to three potential mentors, and will subsequently support the mentee in making a choice of mentor.

#### ► Induction

WIG will provide guidelines on mentoring for both mentor and mentee, to answer some of the practical questions which they may have and to offer a best practice framework which can be tailored to their individual needs.

#### ► Goal setting

The first meeting between mentor and mentee will be used to agree and record specific, practical goals for the mentee to work towards.

WIG's mentoring programme builds supportive one-to-one relationships between senior executives in different sectors.

New perspectives, practical insights and constructive challenge all work to support achievement of personal and business goals. Since the programme began in 2005, WIG has set up over 60 successful mentoring partnerships.



**WIG**

connecting the sectors

## ▶ Working towards goals

Mentor and mentee should meet monthly, for a period of up to one year. Each meeting will support progress towards agreed goals and result in a brief, recorded action-plan.

## ▶ Three month review

WIG's Mentoring Co-ordinator will contact each mentee individually, three months into the process, to review the effectiveness of the mentoring partnership and to identify any steps which need to be taken to improve its effectiveness.

## ▶ Final review and evaluation

WIG's Mentoring Co-ordinator will contact both mentee and mentor individually to evaluate the programme.

## Case study

Alison Chappell has recently been appointed as Head of Diversity for RWE (Npower in the UK), having previously worked as a senior manager in the energy retail part of the business. With a background in marketing and general management, Alison is using WIG's mentoring programme to support her in her new role.

WIG identified Fiona Bartels-Ellis, the British Council's Head of Diversity, as an ideal mentor for Alison. Fiona has a strong track-record of enabling the cultural change needed to achieve greater diversity in an organisation which, like RWE, employs staff in many different countries.

Alison and Fiona work together on common challenges and share best practice in a wide range of areas including diversity training, communication, changing attitudes and creating awareness.

## What it costs

A cross-sector mentoring partnership costs £1500 + VAT. £500 (non-refundable) is payable on registration and the remaining £1000 on successful matching of a candidate and mentor. Discounted rates may apply for the voluntary sector.

## What next?

If you would like to explore how having a mentor could benefit you, or if you are interested in becoming a mentor, please call the People Exchange team on [020 7222 1166](tel:02072221166), email [peopleexchange@wig.co.uk](mailto:peopleexchange@wig.co.uk) or visit our website at [www.wig.co.uk](http://www.wig.co.uk)

“I want to use WIG's mentoring programme to support me in carrying out this new and demanding role well... acquiring an external perspective from a public sector organisation with a strong track-record in this field will help me to achieve this.”

Alison Chappell  
Head of Diversity  
RWE

## People Exchange opportunities available through WIG include:

- Short-term attachments
- Mentoring
- Long-term secondments
- Insights
- Non-executive opportunities