

# Bespoke Mentoring

Additional Information



**WIG**

The Whitehall & Industry Group  
connecting the sectors

# Purpose

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Our mentoring service builds supportive and long-lasting partnerships between senior leaders in different sectors. Our tailored matching process and coordination facilitates a series of bespoke mentoring partnerships, where both mentor and mentee gain invaluable practical insights, broadened perspectives and are challenged constructively.



The service is aimed at supporting organisations as well as individuals. Our cross-sector mentoring coordinators work closely with each mentee to understand their needs and the needs of their organisation. Evaluations are conducted at the end of the mentorship to ensure objectives have been met.

We work closely with senior leaders across our diverse membership base and beyond to find the most suitable mentor for our clients. Since 2005, we have successfully coordinated over 250 mentoring partnerships.

## About WIG

The Whitehall & Industry Group (WIG) is an independent charity and membership organisation founded in 1984. Our mission is to connect the public, private and not-for-profit sectors through improving mutual understanding and collaboration. WIG has approximately 240 members spanning all sectors, including every central government department and wider public sector organisations. We also have 120 industry members and a growing number of universities and national charities.

# Ideal for

- Individuals who would like to be constructively challenged by a mentor who has overcome the same challenge they are looking to address.
- Individuals who would like to use a mentor as a sounding board for organisational challenges.
- Individuals who would like an independent perspective on current challenges, who can offer honest and impartial advice.
- Individuals who would like to discuss career progression with a senior leader in their field.
- Organisations which would like to give their employees exposure to senior leaders from a different sector.
- Organisations which recognise the value in their employees having an external mentor. Our cross-sector mentoring services complement internal mentoring schemes and can be used alongside them.



## Fees:

**Members: £1,306 +VAT**

**Non-Members: £1,632 +VAT**

**Charity Rate: £870.40+VAT**

*Fees payable once the mentee has been matched with a mentor.*

# Our process:

The seven-stage process involves:

## Clarifying your requirements as a mentee

Upon a request, WIG will contact the mentee for a preliminary discussion to gain an in-depth understanding of the issues they want to address through mentoring.

## Matching

WIG will match the mentee's requirements with a mentor's skills and experience. WIG will then arrange meetings with up to two potential mentors and subsequently support the mentee in making their choice of mentor.

## Chemistry Meeting

Once the mentee has decided on their mentor, WIG will schedule a meeting with both parties. This is a short introductory call intended for both parties to see if they are compatible.

## Kick off Meeting

If both parties agree to proceed after their chemistry meeting, WIG schedules a kick off meeting. This meeting will be used to agree on and record specific, practical goals for the mentee to work towards

### **Working towards goals**

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

### **Quarterly Review**

Three months after the mentoring arrangement starts, WIG will contact each party individually - to review the effectiveness of the mentoring partnership and identify any steps needed to improve its effectiveness.

### **Final Review & Evaluation**

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

### **Duration**

We recommend meeting for an hour a month for 12 months.

# Testimonials

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“Gaining insight into the challenges faced in the mentee’s organisation enabled me to reflect on my experiences in a structured way.

Assessing which tools and techniques might be helpful was a good discipline and a reminder for me of their usefulness, by being able to stand back from my organisation and apply these more generically. It was gratifying to find these to be useful for the mentee.”

**Julian Davis, Mentor (Former Vice President for Enterprise Information and Data at Shell).**

“This has been a hugely positive experience for me. It has exceeded my expectations and I’m delighted that one of my team is now also benefitting from the WIG Cross-Sector Mentoring. I’m looking forward to staying in touch with my mentor”

**Ben, Mentee (Civil Service)**

**Get in touch**

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