



# WIG

The Whitehall & Industry Group  
connecting the sectors

## Cross-sector Mentoring

### How it works

WIG's cross-sector mentoring programme builds supportive one-to-one relationships between senior managers in different sectors. Our diverse membership base and tailored matching process support a series of unique mentoring partnerships in which both mentor and mentee gain from broader perspectives, practical insights and constructive challenge.

### What it delivers

The programme has a strongly practical focus; aimed at supporting personal and business goals. WIG works closely with each candidate to create and maintain a successful mentoring partnership which is tailored to their individual needs. Since the programme began in 2005 WIG has set up over 100 successful mentoring partnerships. Evaluation from completed mentoring partnerships confirms that the programme will provide challenge and promote change and innovation.

### Who can benefit

The mentoring programme is ideal for managers who

- Have significant challenges to address or change to achieve;
- Would welcome a broader perspective on and practical insight into these challenges;
- Are willing to be constructively challenged in order to achieve their goals;
- Are goal-orientated, open to new ideas and perspectives and have good listening skills;
- Have the time and commitment to meet with a mentor for approximately two hours each month.

### What challenges can mentoring help to address

Mentoring can be used to address challenges in specific professional areas (e.g. HR, Finance, Procurement and CSR) or around more general leadership and personal development themes. Recent mentoring arrangements have explored a range of themes including:

- Managing the change from a professional to a leadership role
- Managing the transition to a new sector
- Driving organisational/cultural change
- Sustainability
- Procurement
- Knowledge management
- Performance management
- Project management
- Risk management
- Financial management

WIG partnered me with a mentor from a different background but with a complementary understanding of the issues I was encountering. This gave me an opportunity to objectively discuss issues and concerns resulting from my move from a predominantly professional role into one with wider corporate demands

**Patrick Keyes, Head of Development & Building Control, London Borough of Havering**

## The Process

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

### 1. Clarifying your requirements as a mentee

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

### 2. 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.

### 3. 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.

### 4. 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.

### 5. 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.

### 6. Three month review

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

### 7. Final review and evaluation

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

## What it costs

For WIG member organisations a cross-sector mentoring partnership costs £1,000 + VAT. 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 Talent Team on 020 7222 1166, email [talent@wig.co.uk](mailto:talent@wig.co.uk) or visit our website.