

MENTORING & DEVELOPMENT

BECOMING A MENTOR

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A short guide on what the role of a mentor typically involves and what you have to do to support your mentee.



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BECOMING A MENTOR

What does it entail?

At WIBF, we understand the power of mentoring and are proud to offer a 6-month mentoring programme to every one of our Access All Areas members, giving them an opportunity to benefit from the experience of some of the most talented people within the financial services industry, including you.

While most mentors have significant experience to share insights from, we also have other mentors with 5 to 10 years of experience given some mentees are only a few months into their careers, or recently graduated.

Mentoring supports a transfer of advice, knowledge and insights. The relationship offers benefits for you, as a mentor, as a reward for the time you are willing to give to help another professional develop. And there is the personal satisfaction of sharing your experience and skills with a willing learner.

Other key benefits for mentors include:

- Recognition as a subject matter expert and leader
- Exposure to fresh perspectives, ideas and approaches
- The extension of your own professional development record
- An opportunity to reflect on your own career goals and practices
- Development of your personal leadership and coaching styles.

Our mentoring programme has a monthly intake and lasts for 6 months.

What do I have to do?

- Please complete [the questionnaire on our website](#), detailing where you feel you can add the most value
- Agree to mentor for at least 6 months. Please note though that there will be occasions where a mentee would like to be mentored for a specific purpose and this could mean mentoring over a shorter period of time
- Commit to an 1 hour a month with your mentee.

To help you, WIBF can also provide you with a detailed mentoring booklet which can help you to structure the meetings with your mentee or, if you wish, you might have your own tried and tested format to use.

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How does it work?

- You will be introduced to your mentee via an email introduction
- They will then contact you and arrange a time to speak, which is convenient for your diary
- While it's the responsibility of the mentee to drive the relationship, you (as the mentor) can also be proactive in the relationship, e.g. suggesting some initial times to meet for the first time.

Please note that the mentee is also given a booklet to help them understand what goals – whether these are career focused or broader – they are looking for guidance on.

This is important as WIBF has found a mentorships is more successful when the mentee has a clear vision about what they would like to get out of it. And you may even want to spend your first session discussing that.

Running alongside our mentoring programme, WIBF has a series of Personal Excellence Programme (PEP) events, which focus on development topics for our members. We are also looking to hold events for mentors (in person and virtually) to give you the chance to share your experience as a mentor with other like minded professionals, as well as helping you to build your own personal network further.

All these events (and more) are advertised on the events page of our website, and you are also very welcome to put forward ideas for other future events.

We would be delighted if you would join our long list of talented mentors.

Please direct any questions or suggestions to operations@wibf.org.uk.



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