



THE CHANNEL COMMUNITY INTRODUCTION TO MENTORING

Sponsored By

COACHERE

ABOUT US

OUR STORY

The Channel Community was created to connect like-minded people across the Channel who want to help support individuals reach their full potential through Mentoring. The community has also been created to provide support and advice on Channel specific issues.

Encouraging, Supporting & Empowering

Members to be **Encouraging** of all other members and agree to either be mentored or to become a mentor to individuals across the industry.

Supporting and developing other members and actively contributing to the community.

All members to feel **Empowered** and treated as equals, irrespective of position or title.

OUR PURPOSE

"To create a community of people in the Channel who want to help and support individuals reach their full potential through mentoring or by offering advice and support on specific issues and challenges"

The Channel Community



ABOUT US

OUR VALUES

To be authentic, honest, encouraging and motivating to all that you meet.

Make everyone feel like someone, to always feel part of something and treat everyone with respect.

Everyone should have access to the same opportunities, no matter what your gender, race or social demographic.

Mentoring should be readily available to everyone not just large corporates or senior execs





Contents

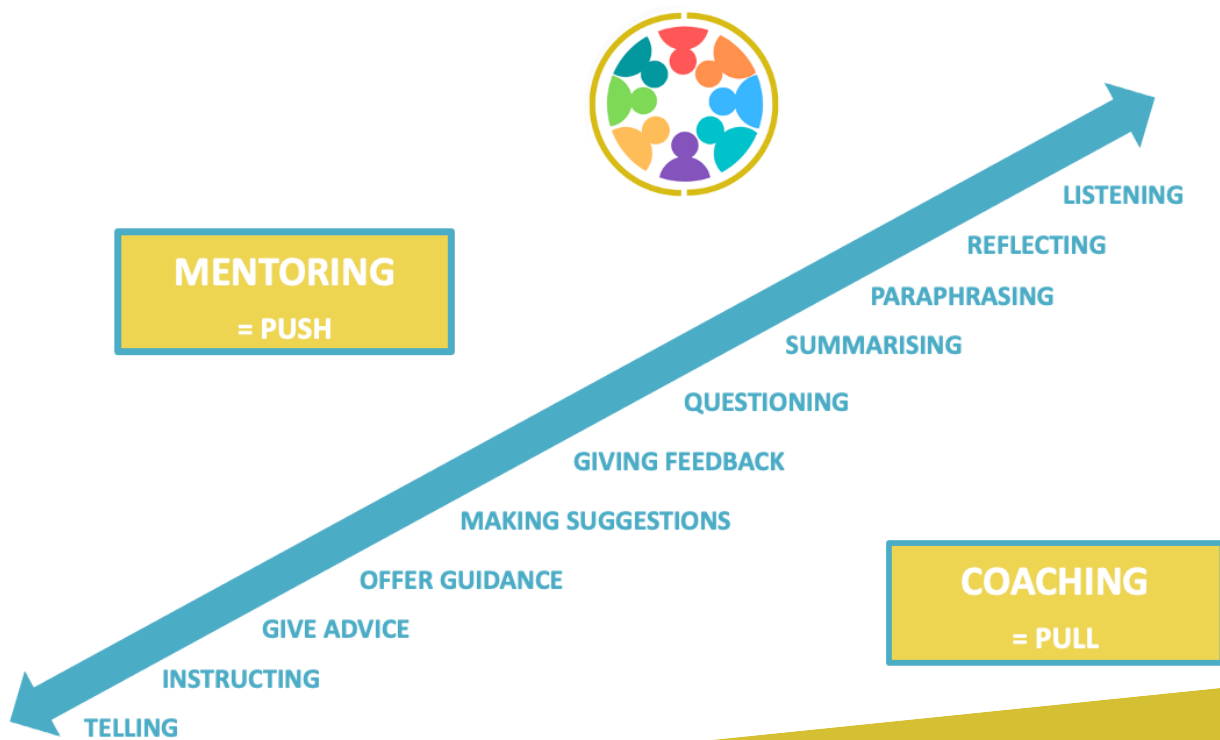
- **What is Mentoring?**
- **Mentoring v's Coaching**
- **Formal v's In-Formal**
- **The Role of A Mentor**
- **Skills & Experience of a Mentor**
- **The Role of a Mentee**
- **The 4' C's of Success**



What is Mentoring?

A mentor is someone who will encourage and support a mentee to make the most of their career or business. As a mentor, the role is to be a trusted confidante, helping the mentee to make informed choices.

Although the final decisions are always in the mentee's hands, a mentor can be invaluable in guiding the mentee to consider the options, get new information and identify the support they need.



Mentoring v's Coaching

Coaching and Mentoring both exist for the same reasons, to help people realise their full potential and become the best version of themselves. However, there are a number of differences between the two, so whilst they are complementary it's important to see them as separate approaches.

To quickly and easily understand the differences, think of Coaching as Pulling information from an individual and Mentoring as Pushing the information onto an individual (see above diagram).

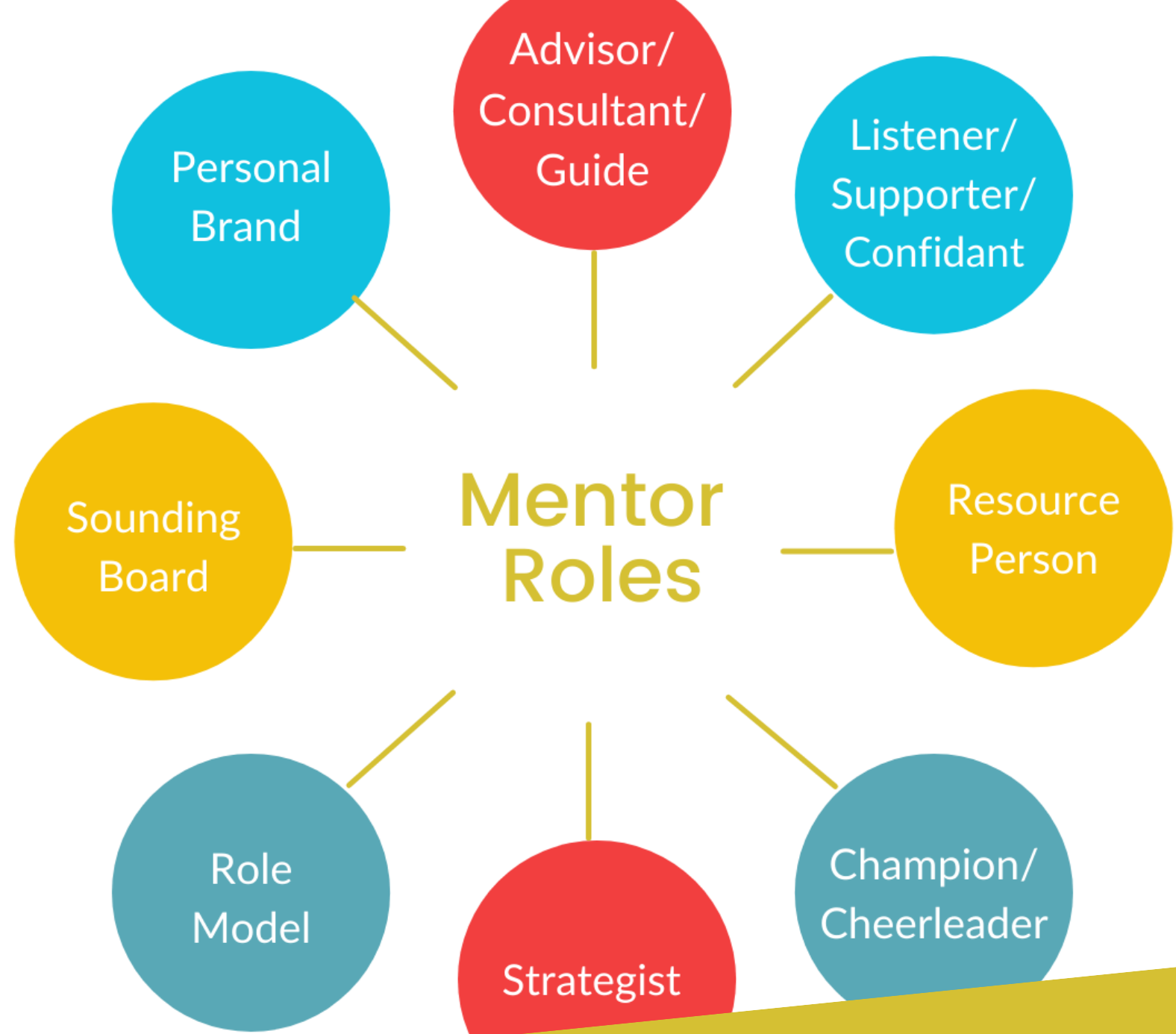


Formal v's Informal

Mentoring can be either Formal or Informal, and both are valuable depending on the mentee's needs.

Formal mentoring will most likely be 1:1, whereas informal can be 1: Many like you find in Mentoring Circles. Formal mentoring also needs commitment from both parties, whereas informal mentoring can take place ad-hoc.

To quickly understand the differences, think of Formal as Structured and informal as Un-Structured (see above diagram).



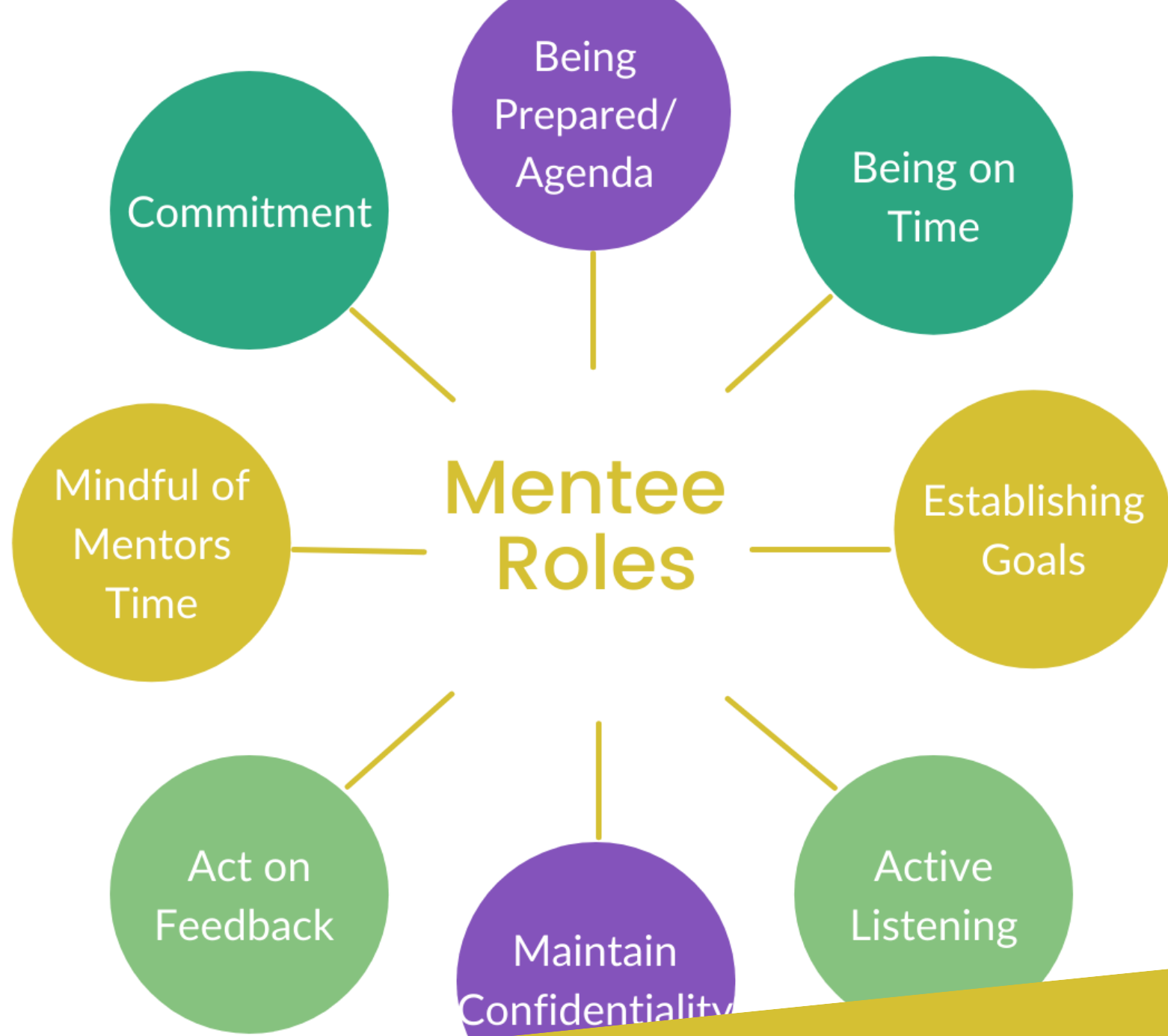
Role of a Mentor

Mentors can have many roles, as the above diagram shows, but for the most part, they will be focused on three main roles of Consultant, Confidant or Champion, depending on the requirements of the mentee.



Skills and Experience of a Mentor

- **Self Awareness** – you should have a good understanding of your own strengths and development needs.
- **Credibility** – you should have personal and professional credibility, this may include being a member of relevant organisations.
- **Accessibility** – you should be willing and able to commit sufficient time to your mentee to offer support and guidance.
- **Communication** – you need excellent communication skills and be able to understanding the ideas and feelings of others. You also need to be a great listener.
- **A desire to help others develop** – you should understand how individuals develop and have experience, either formally or informally, of developing others.
- **Inventiveness** – be open to new ways of doing things and different ways of working.
- **Empathy** – Ability to empathise with others.
- **Understanding** – You should be prepared to try to understand different perspectives, approaches and possibly backgrounds of different mentees.



Role of a Mentee

Like the Mentor, the Mentee can have many roles as the above diagram shows and this is critical for success.

It is the Mentee's responsibility to drive the relationship and make sure they are fully prepared and committed to making the partnership work. The more prepared and committed, the better the results.



✓ **Connection**

✓ **Contract**

✓ **Commitment**

✓ **Collaboration**

4 C's of Success

Once you have agreed to enter into a formal Mentoring agreement, how you can make sure that you set yourself up for success?

- **Connection** – there has to be chemistry and a connection between the Mentor and Mentee, this is as important as the right skills or industry knowledge.
- **Contract** – you need to be upfront as to what is and isn't in scope for the conversations, the expectations from both the Mentor and Mentee as well as what is to be kept confidential.
- **Commitment** - you need to be fully committed and agree on upfront on the time and consistency of the sessions.
- **Collaboration** - the more you share and collaborate the better the engagement will be.

NEXT STEPS

If you want to know more information or are ready to make the step, connect with us LinkedIn or via the website:

www.thechannelcommunity.com

