

MENTORING MIX-UP PROGRAMME

The value and benefits of mentoring are well recognised as an approach to help rising talent grow and develop. But how many organisations are putting this kind of programme in place to both retain and help employees grow and develop within their role/organisation and support the company to achieve their goals?

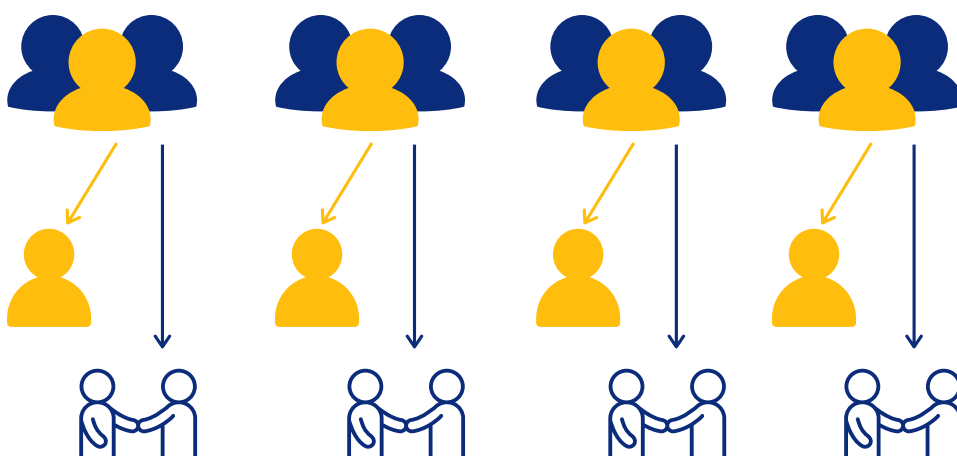
Not all organisations have the scope or time to put a managed mentoring scheme in place. CeeD have therefore partnered with Skills Development Scotland to pilot a new 'Mentoring Mix-up' Programme for CeeD members.

HOW WILL IT WORK?

In the pilot phase, we are looking for a small number of companies to take part in the programme. The idea is that each company puts forward one mentor and two mentees from their organisation. We will then match up two mentees with one mentor from a different organisation to their own.

The programme will consist of a mix of development activities available for both the mentor and mentee as follows:

- Short monthly facilitated group session for all participants to introduce stimulating and innovative development content, and to share experiences, successes and challenges from the one-to-one mentoring.
- Monthly one-to-one mentoring session during which mentee can explore work and development challenges openly and safely with an experienced senior manager from a third-party organisation.
- Access to an online collaborative innovation platform (smartcrowds™) with support and guidance to contribute and share ideas, opinions, and discussion directly related to two current and significant engineering/manufacturing sector challenges. This activity is expected to have a significant development benefit for participants as well as leading to the creation and implementation of innovative new ideas designed to have a significant impact on important opportunities and challenges facing all companies involved in engineering and manufacturing



We run a kick off session

2x Content Sessions for Mentors

4x Content Sessions for Mentees

WHAT IS THE TIME COMMITMENT?

The mentors and mentees will be expected to attend the group sessions, as well as maintain contact across the duration of the programme which can be agreed between each mentor/mentee. The programme is expected to run over a period of six to eight months. As a guide, the time commitment each month is likely to be as follows:

Mentor

Around 4-5 hours per month.

Mentee

Around 5-6 hours per month.



WHAT ARE THE BENEFITS?

There are several benefits to the mentor and mentee. We have highlighted just a few of these below:

Mentor

- Opportunity to impart your knowledge and insights; and help accelerate the development of future sector leaders
- Ability to offer a career development opportunity to employees which will help build increased employee satisfaction and further commitment to the business
- Gain useful insight into potential progression and development concerns amongst emerging leaders in the sector
- Opportunity to shape the mentoring mix-up programme

Mentee

- Opportunity to develop and grow
- Ability to learn and engage with a senior business leader including unique access to a senior executive within a peer organisation
- Opportunity to have open and frank conversations with a senior industry leader
- Opportunity to network and learn from the other mentees
- Make a meaningful innovation contribution to important industry issues



NEXT STEPS

This pilot programme is available to Ceed members at no additional costs. However, there are a limited number of places available for the pilot phase. so we'd urge you to commit to the programme as soon as possible.

If you are interested taking part in this exciting new pilot programme or would simply like to find out a bit more, please get in touch with Gillian Wishart, Business Development Manager at Ceed.

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[Find out more here.](#)

Delivery Partners

Ceed is working with partners Graeme Crombie of Matrix and SmartCrowds on the delivery of the Mentoring Mix-up programme. Graeme has been involved in supporting mentoring and enterprise growth programmes throughout his career and also has worked with Ceed for a number of years on Ceed's Executive Leadership programme. Smartcrowds are members of Ceed, with leading expertise on employee engagement and have developed a digital innovation challenge platform. They have delivered a number of joint workshops and content on the subject matter.

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