

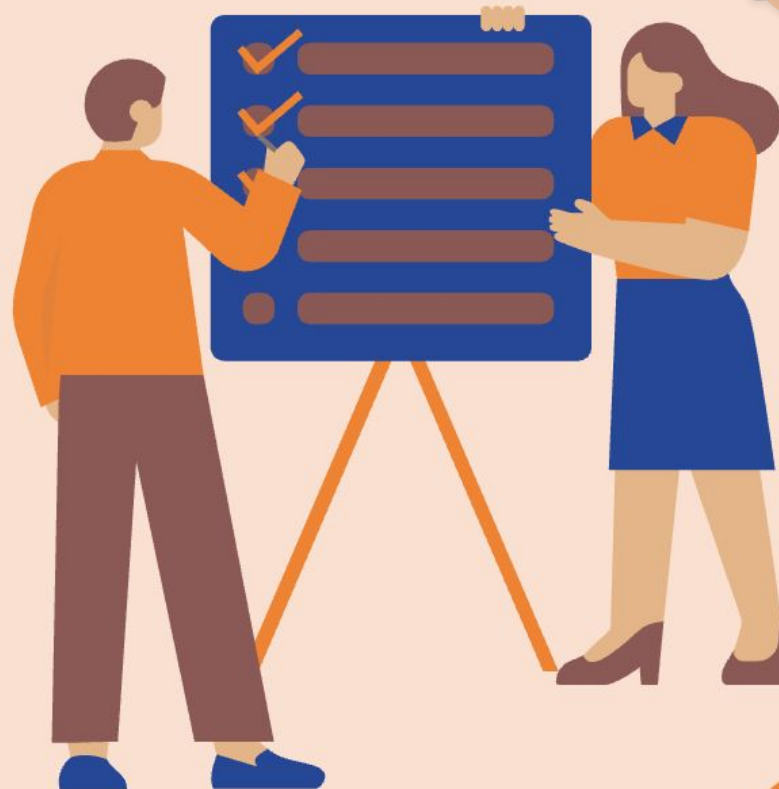
# WHY MENTORING?



# Agenda

## TOPICS

- Different ways to develop yourself
- Networking
- Mentoring
- Mentoring examples
- The Charity Mentoring Network
- User feedback



# What are the different ways to develop yourself?

- **Formal Education** – Degrees, certifications, and courses.
- **Self-Learning** – Reading books, online research, and podcasts.
- **Mentorship** – Learning from experienced individuals.
- **Workshops & Training** – Hands-on learning experiences.
- **Networking** – Engaging with professionals and peers.



WE'LL BE LOOKING AT  
NETWORKING AND  
MENTORING



## NETWORKING

- Exposure to new ways of working
- Gaining ideas or examples for projects (no need to start from scratch)!
- Finding new job opportunities

### My experience with networking:

- Learned a lot through special interest groups
- Connected with people/companies who have supported my projects
- Stay updated on L&D/Charity industry trends
- Staying connected with former colleagues



# NETWORKING

## Benefits of Networking for Development

- Expands career opportunities.
- Helps gain insights from industry professionals.
- Builds confidence in professional settings.
- Increases chances of mentorship and collaboration.
- Keeps you updated on trends and opportunities.
- Enhances visibility in your industry.
- Leads to personal and professional growth.



## MENTORING

### Why Is Mentoring So Popular?

- Provides structured career guidance.
- Helps mentees gain industry insights.
- Increases confidence and motivation.
- Creates opportunities for career progression.
- Offers support in goal-setting and problem-solving.
- Builds long-lasting professional relationships.
- Enhances employee engagement and retention in workplaces.



## MENTORING

### How Mentoring Can Support Your Learning and Development

- Provides guidance from experienced professionals.
- Helps identify strengths and areas for improvement.
- Offers career advice and skill development.
- Encourages personal and professional growth.
- Increases confidence through support and feedback.
- Expands knowledge of industry trends and best practices.
- Builds problem-solving and decision-making skills.
- Offers networking opportunities through mentor connections.



# MENTORING

## Benefits of Mentoring

- **For Mentees:**
  - Access to valuable knowledge and experience.
  - Faster career progression.
  - Improved problem-solving and decision-making skills.
  - Increased self-confidence and motivation.
- **For Mentors:**
  - Satisfaction from helping others grow.
  - Strengthens leadership and coaching skills.
  - Expands professional networks.
  - Keeps them engaged with industry trends.
- **For Organizations:**
  - Boosts employee engagement and retention.
  - Encourages knowledge sharing.
  - Develops future leaders.



## MENTORING: Steve Jobs and Mark Zuckerberg

### How they met:

Before Steve Jobs passed away in 2011, he revealed that he had served as a mentor to Mark Zuckerberg while writing his biography. But after Jobs' death, Mark Zuckerberg confirmed the mentorship by paying tribute to Steve Jobs, thanking him for being a mentor and a friend.

### Key learning:

Both admitted that they admired and respected each other and what they were both trying to do for the world with their companies. Jobs gave Zuckerberg advice on how to reconnect with his original mission when things weren't going so well with Facebook in the early days. He even shared places he had been (specifically a temple in India) when he needed to remind himself of what he wanted to achieve with Apple. This is the kind of mentorship that is highly notable due to the success of both individuals and the companies involved in the partnership as well as the longevity that they both still have to this day.

## MENTORING : Oprah Winfrey and Maya Angelou

### How they met:

Oprah Winfrey met her mentor Maya Angelou in the 1970s when Oprah was in her twenties and just starting her career. And she credits Angelou as being the greatest mentor she'd ever known. She called Angelou one of the greatest influences in her life. At this point, Winfrey was already a fan of Angelou and connected to her through her award-winning book "I Know Why the Caged Bird Sings."

### Key learning:

Winfrey was looking for a way to grow her business and personal relationships, and looked to Angelou for advice on building trust and relationships. Winfrey said that she always remembers the most solid piece of advice she received from Maya Angelou was that actions speak louder than words and not to take a person on who they say they are, but how they act toward you. Oprah Winfrey was born into poverty, and through her determination, drive and focus on relationships with great influencers, she became a millionaire by the age of 32.

## MENTORING: Steven Spielberg and J.J. Abrams

### How they met:

From a young age, J.J. Abrams had been inspired by the work of Steven Spielberg. When Abrams was a young teenage director, he had the opportunity to organize and clean up old Spielberg movies. And in this process, he inherited a long-time mentor and friend.

### Key learning:

Steven Spielberg was impressed by Abrams' work ethic and creativity and supported him on his filmmaking journey. They even collaborated on the film Super 8, with Abrams directing and Spielberg producing. Spielberg also encouraged Kathleen Kennedy at Disney to hire Abrams as director for the upcoming Star Wars production, The Force Awakens in 2015.

Abrams has talked very candidly about looking to Spielberg for guidance in the past, for help with scripts, film endings, and budgets. This mentorship really helped him with his productions and opened up a series of opportunities for him.

What is



the Charity Mentoring Network?



Save the Children



The **Charity Mentoring Network** aims to connect all 200,000 charities in the UK to share mentors.

**Charity Mentoring Network**



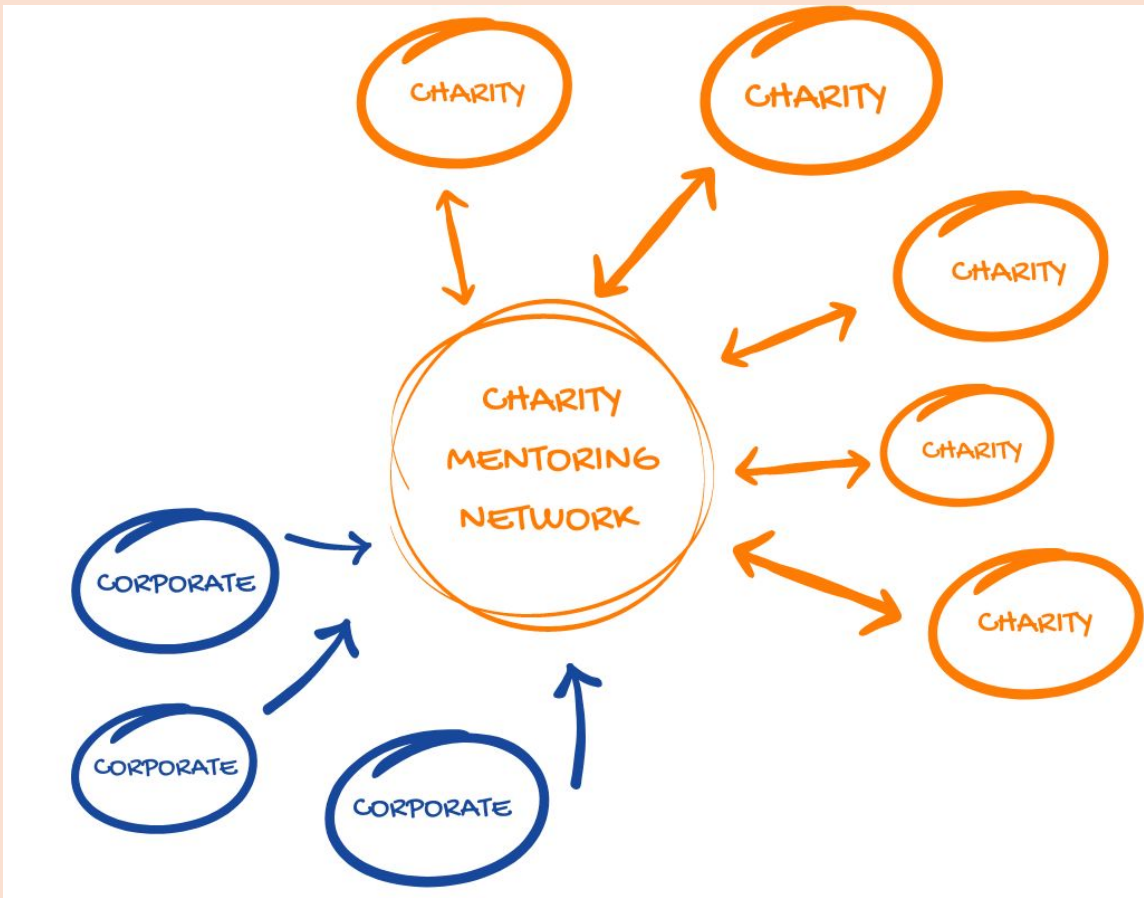
## MENTORING VIA the Charity Mentoring Network

- Wide pool of knowledge across both charities and non-charities, meaning broader perspectives
- Continuous mentoring relationships, no limit on how many mentors/mentees you might be matched with throughout the year
- It's cost & resource effective for your organisation.
- You are in the driving seat. You can select from almost 1000 participants and find someone that you gel with, and the length and regularity of the mentorship is totally up to you.



The logo features the text "Charity Mentoring Network" in white, bold, sans-serif font, arranged in three lines. The text is contained within a blue, rounded, cloud-like shape. This blue shape is centered over a larger orange circle. The entire graphic is set against a solid black background.

**Charity  
Mentoring  
Network**



- CMN Launched on 22nd January 2024.
- Since then, **67** charities have bought into the project
- 4 corporate organisations have also joined.
- Total people on the platform - **960**

(as of Tuesday 29th April 2025)

What skills and expertise do...

## Charity Mentoring Network

...mentors have to offer?

Building confidence (97)	Event campaign management (15)
Building relationships/networks (93)	Leadership (97)
Career progression (102)	Management (152)
Communication skills (115)	Marketing communications (20)
Cross-team working (77)	Office administration skills (40)
Data and insight management (18)	Problem solving (110)
Developing culture (66)	Project management (68)
Developing people (132)	Project principles (41)
Difficult conversations (93)	Self-confidence (112)
Emotional and social intelligence (73)	Strategy and planning (58)
Engaging and motivating people (99)	Time management (91)
Equality, diversity, inclusion (41)	Volunteering (40)

+ lots more!

Your next mentor could be from...



(\*) - how many mentors are offering their skills/expertise in this area

### 6 QUESTIONS TO ASK A MENTEE



#### 6 Questions to Ask the Mentee

The beginning of a new mentoring relationship is an exciting time, whether personal or professional. But, where do you even start? Throughout this free digital guide, we define the meaning of mentoring, review in more depth what a mentor is, explore the role of a mentor within the relationship and share our top 6 questions to ask your mentee to build a trusting and engaging relationship.

[View & Download](#)

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[View & Download](#)



#### Diversity and Inclusion in Mentoring

Having a diverse and inclusive workplace means that as a company you're able to equally support and employ individuals no matter their gender, race, religion, sexuality, ages, background and language. In this guide, we investigate the meaning of diversity and inclusion, the benefits of it within the workplace, how mentoring can help support diversity and inclusion, the benefits of mentoring, planning a DEI mentoring program and how to measure the success of your organisational mentoring program.

[View & Download](#)



#### Mentoring Marketing Guidelines

This free resource has been designed to ensure that mentoring is thriving within your organisation. When designing your marketing strategy, many things need to be considered, that numerous organisations don't know about. Throughout this guide we offer our main advice to successfully promote mentoring within your organisation, from planning the initial communication to ongoing marketing, everything you need to know about marketing a mentoring program is outlined.

[View & Download](#)



#### Mentoring Marketing Materials

We want to ensure that starting a mentoring program and marketing it effectively, is an easy process for your organisation. We've compiled an array of marketing materials and guideline templates to assist you when promoting the launch and ongoing engagement of PushFar and your mentoring program, to your mentors and mentees. From email templates you should be using to marketing collateral to help create engagement.

[View & Download](#)



#### The Ultimate Guide to Mentoring

Have you ever wondered what the term 'mentoring' really means? Or wondered how it could be used at your organisation? In this guide, we explore in more depth the meaning of mentoring, how mentoring can be used within your organisation, the different purposes of mentoring within the workplace, the steps your organisation should be taking when implementing a mentoring program and our top tips to creating a thriving mentoring culture.

[View & Download](#)

## Free Mentoring Training - Every Month

Attend PushFar's monthly, live mentoring training workshops, completely free to everyone. Our mentoring training workshops are one-hour long and train both mentors and mentees.



### Training Overview

Every month we run three training workshops, to help train both mentors and mentees around what to expect from mentoring, how they can leverage PushFar's platform and how you can use mentoring for career development, goal setting and progression. Our training is one hour long and open to everyone, globally. Whether you're already using PushFar's platform or mentoring elsewhere, this training can help anybody to become or upskill in mentoring.

## Training Agenda

Each training workshop will follow the same hour-long format and is suitable for people of all ages and experience-levels, across all industries and sectors. Whether a mentor, mentee or both, the training workshops will cover:

- **What mentoring is** - how it differs from coaching and management
- **The benefits of mentoring** - for both mentors and mentees
- **Starting your mentorship** - expectation setting, goal setting and contracting
- **The mentoring journey** - Sustaining momentum, structuring meetings and hosting meetings
- **What not to do** - The pitfalls and mistakes to avoid in mentoring
- **The PushFar platform** - leveraging PushFar for meetings, goals and more

# Mentoring Relationships Process Flow



## What to expect

### REQUEST MENTORS AND/OR MENTEES

Look through the proposed suggestions and use the dynamic search to find a suitable match using keywords. **It might take a few attempts to find the right person, so keep trying & don't give up!**



### A RELATIONSHIP HAS BEEN ACCEPTED

Congratulations! You'll have been notified about this via email. Now it's time to organise the first meeting. You might choose to make this a chemistry conversation to ensure the match is the right fit.



### LOG IN TO ORGANISE THE FIRST MEETING

Schedule the first meeting on the platform by choosing date, time and preferred meeting software.



OR

### YOUR MENTOR/MENTEE HAS REQUESTED A MEETING WITH YOU

You'll see this email in your inbox. Accept the invitation or send a message to reschedule.





## PREFERRED MEETING SOFTWARE

This will be pre-populated with Pusfar's built-in meeting software (based on Google Meet) unless otherwise specified. You can add your own "Zoom" or "Microsoft Teams" link if you prefer when setting up the meeting on the platform (just select "Other e.g. MS Teams").



## ADD TO YOUR CALENDAR

Choose the "Add to Calendar" option to ensure you don't miss the meeting!

## MEETINGS WILL DISPLAY IN YOUR PUSHFAR PROFILE

You can easily see what's coming up for you in your profile area. Both parties will be reminded via email when it's time to schedule your next meeting to help you keep on track.



## EMAIL REMINDER

Another prompt to add this to your calendar will be received via email



## YOUR SCORE

As your mentoring relationships progress, meetings are scheduled, held and goals are achieved, you will earn points and your 'Score' will increase!



## PLEASE PROVIDE YOUR MENTOR/MENTEE WITH FEEDBACK

When a relationship has ended, each party will be requested to provide feedback. If this isn't completed immediately, a reminder email will be sent. Please do this.



[Click here](#) to see a platform overview demonstration  
(6 mins)



# User Feedback

**Mentor -**



**LDN**  
LONDON

Learning Disability Network London

**I enjoyed the experience. It supported me to be reflective on my style and realised that I can learn from the experience. My mentee was extremely receptive, easy to listen to and talk with. She helped me reflect and learn on some of the topics that we discussed and see it from a different perspective. My mentee was always prepared for the meetings, setting out the topics which she wanted to discuss in advance.**

**Mentee -**



**Mentor -**



**I really enjoyed the experience of mentoring someone from a different organisation. It's been a delight to mentor my mentee, and support her with various topics.**

**The mentoring process had a positive impact on my career, development & skills.**

**Mentee -**



**Mentor -**



**LDN**  
LONDON

Learning Disability Network London

**I found it useful for talking through specific topics I wanted to work on. I particularly found it useful to hear about examples my mentor shared from her own experience that she learnt from. E.g. to do with giving constructive feedback- times this had worked well, and times it could have been better/ what she learnt from them.**

**My mentor and I had really good conversations, she was well-prepared for the sessions, asked lots of questions, listened well. A good first mentor experience for me!**

**Mentee -**



## Mentor - **YMCA**

**This mentoring experience was very positive and rewarding, and gave me a greater understanding of how marketing services are used by programme delivery specialists.**

**My mentee is a thoughtful and calmly enthusiastic mentee. He is clearly deeply committed to his work. He has an open-minded approach and a great ability to listen, explore and reflect. He always came back to the next session having processed the ideas we discussed and taken practical actions to implement and test them.**

**Mentee -** **YMCA** | Here for young people  
Here for communities  
Here for you  
**YMCA ST PAUL'S GROUP**

**Mentor -** [SAMARITANS]

**I found the mentoring experience very helpful to have a safe space and external perspective**

**My mentor was fantastic - flexible, supportive, responsive, empathetic**

**Mentee -**  **Teach First**

**Mentor -**



**I really enjoyed this experience and it gave me confidence in various aspects of my day-to-day.**

**My mentor was such a supportive Mentor - had a really good balance of guiding me to find answers to my own questions whilst also giving me tips and new ways of thinking. I am very appreciative for my mentor for ensuring I had a very positive first mentoring experience! Thank you!**

**Mentee -**



**Mentor -**



The  
**Wildlife**  
Trusts

As a new mentor, I have enjoyed seeing my mentee respond to my advice and implement changes that have made a positive difference in his work life. Sharing my own experiences and what I have learnt from them with someone at an earlier stage in their career has been very rewarding, and I am starting to practice newly developed coaching skills. I enjoy a mixture of fluidity and more structured guidance during our mentoring sessions, which seems to be working well.

It has been a pleasure mentoring and watching him grow in confidence as he identifies his goals and objectives and a route to achieving change in his career. He clearly has a lot of skills and experience, but asks for advice when needed and always takes away clear actions from our meetings that he then implements effectively.

**Mentee -**

**LONDON  
MUSEUM**



**Mentor -**



**It was a pleasure to share my experience and gain insight into another Student Union environment. My Mentee was great, very responsive to learning new perspectives.**

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**Chatting to someone who is more experienced has been definitely been a positive experience in terms of widening my perspective of the field and further understanding of how things work in other organisations. It has also been great to meet colleagues in the same field and grow my professional network. My Mentor has been very helpful in helping me clarify some of the things I may already have know subconsciously but struggled to articulate via effective listening skills and sharing some useful strategies and tips from her experience**

**Mentee -**



**Mentor -**



**GREAT  
ORMOND  
STREET  
HOSPITAL  
CHARITY**

**I have had a positive experience with the mentoring experience. The structure of the programme is well-organised. The regular prompts and reminders have been helpful to ensure that the meetings remain on track. Having clear agendas and goals has been good to aid productive and focused discussions.**

**My mentee has been exceptionally engaging and proactive throughout our mentoring sessions. Has demonstrated a high level of curiosity, always eager to explore new ideas and ask insightful questions. Willingness to turn these ideas into practice and step out of comfort zone has been impressive and is a major contribution to professional development. Great dedication which has made the mentoring experience really enjoyable and positive**

**Mentee -**

**LONDON  
MUSEUM**



## Mentor -

I loved it! It was my first formal mentoring experience and I was quite nervous about how we would fill our time, but we easily filled our meetings and shared ideas /resources in between. I have learnt so much from My mentee and I will always be grateful that I tried out being a mentor...it has been a rich learning experience for me too!

My mentee has been a fantastic mentee. We have explored lots of different areas on our calls and she has eagerly moved forward with the various ideas and suggestions that I shared with her. She is a warm, open, considered and hugely capable person and its been a privilege to get to know her.

Mentee -



The  
**Wildlife**  
Trusts

## Mentor -

The mentoring experience has been really valuable - together we've worked on goal setting, problem solving methods, communication techniques and expanding avenues for career progression. I've also received amazing guidance through difficult situations at work. Having an external, experienced manager in the charity sector to act as a sounding board and confidant gave me the support I needed to get help from my trade union and advocate for change.

I would wholeheartedly recommend it - I think the inter-charity relationship building and solidarity had been wonderful for us both. My Mentor has been a brilliant mentor for me. She is kind, encouraging and knowledgeable.

Mentee -



The  
**Wildlife**  
Trusts

