



Mentoring Programme

Usually 1 hour per month

As well as our range of training courses, we also offer one-to-one mentoring with an HR expert. This is usually done over the telephone, and most of our mentoring clients have around one call each month, usually over a period of a few months, with calls usually lasting about an hour. But of course the length of time that someone will spend on our mentoring programme, and the number and length of sessions, will vary depending on circumstances, so nothing is set in stone. You may decide that you would like a mentor to help guide you through some specific challenges at work, or you may feel that a mentor could support you more broadly, by helping you make decisions about your career and personal development.

What does mentoring involve?

A mentor will get to know you, and help you set longer term goals for your career and your personal development. You will have access to an HR expert, who – in addition to supporting your development – can also guide you through specific HR challenges. For example, if you are dealing with a team member who is often off sick, or who is struggling with their work; or if you are leading a team through a period of change, or dealing with budget cuts, then one of our mentors can offer advice and guidance. They will often pose questions to help you make decisions about what to do, and can act as a sounding board, to help you think of solutions and different ways to deal with problems. In particular, your mentor will focus on developing your management skills, including leadership, communication and judgement.

Benefits of mentoring for you

A mentor will help you think about a new way of approaching a challenge – they may give you new ideas, or help you work through your own thought-process about an issue. They may also be able to suggest new opportunities for training or your career development, often based on their own experiences. They will help you to build your confidence, for example in dealing with tricky HR issues, and they can also help you to set longer term goals for your development and your career, and / or for your team or business.

Benefits of mentoring for employers

Employers often find that mentored staff are more motivated and more productive, and are more likely to stay with their current employer. Mentoring can complement other training, as it develops management and leadership skills. It is also a cost effective way of developing employees, and it does not impinge too much on the working day – most people on our mentoring programme have around one phone a month, usually not lasting more than one hour.

Coaching

At Gateway, we also offer coaching sessions – this can either be on a one-to-one basis, or can involve coaching a whole team. Whilst mentoring is usually for the medium- to longer-term, coaching is often shorter-term and focussed on specific issues; for example, a team leader might want to book a series of sessions with a coach to help a new team learn to work together and consider the areas of their work and skills which need developing.

Costs

We are offering a number of mentoring call packages to help keep the costs down:

- 5 sessions at £130 each (£650+VAT)
- 10 sessions at £110 each (£1,100+VAT)
- 15 sessions at £95 each (£1,425+VAT)

If you would like a one-off mentoring call, then it's £150+VAT.

**To find out more about our mentoring programme, or coaching sessions,
please call us on
01536 215240 or email emma@gatewayhr.com**