

Mentoring programme new group launch

Wednesday 1 March 2017, Bank of America Merrill Lynch, King Edward Street, London EC1

Host: Mary-Louise Gray
Course Leader: Tracie Carr-Middleton

Another great evening with **Tracie Carr-Middleton**. CoreNet Global's UK Chapter has launched a mentoring programme that, tapping into the wealth of experience in our chapter, aims to put members into carefully matched partnerships. A series of quarterly workshops run by Tracie over a twelve month period will provide a framework supporting each 'Cohort' of mentors and mentees. This evening's workshop was the launch of a further such cohort following up launches last year.



UK Operating Committee member **Mary-Louise Gray**, working closely with her team, has put a huge effort into this new development. Mentoring is a system of learning which, run properly, can provide enormous benefits to those who take part and we have secured the invaluable help of **Tracie**, an inspirational specialist in leadership and emotional intelligence, as our course leader.

These sessions are not just 'sit and listen' but stimulating and fun. As before, **Tracie** took us through what mentoring actually means - 'a hand, a book and a boot'- having first asked us what we think is meant by the term. 'Trust', she said, 'is a key element, passing on knowledge, but also helping someone to manage their own learning'. We were asked to describe, to our nearest neighbour, who was our earliest influencer and then to tell the rest of the group.



Later Tracie talked about first impressions, body language, and relationship building, using games and exercises to make her points. The key stages of mentoring as she sees them are: first building a relationship; followed by exchanging information and setting goals (a 'contract'); which in turn is followed by deepening the relationship and working towards those goals; and finally there is the ending of the formal relationship (most important) and planning for the future.



Altogether a great evening, thanks to the hospitality of Bank of America Merrill Lynch, and a good introduction to what happens next. Around 40 Chapter members so far have signed up to this free programme which has been tailored specifically for us and offers benefits to both mentors and mentees.



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Tapping into the resource represented by our Chapter membership (the wide experience of members) this programme is now well under way. A question often asked is 'how much time will this involve?' To which the answer is 'Not as much as you might think'. Perhaps an initial two or three meetings while the details of your liaison are sorted out, after that probably every two months over a year or so. One point Tracie insists on - it is most important to set an end date so you both know what you are in for. And over this period there will be a fully supportive set of activities and guidance notes to encourage engagement and a quarterly review meeting with the programme manager.

For more information on the programme click [here](#). For more on the last event click [here](#).

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