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Haddock-Millar, Julie, Rigby, Chris and Clutterbuck, David (2012) Public sector mentoring scheme: exploring the development and delivery of mentoring programmes through a multi-stakeholder perspective. In: 19th Annual Mentoring and Coaching Conference, 15-17 Nov 2012, Bilbao, Spain. . [Conference or Workshop Item]

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**EMCC**

European Mentoring &  
Coaching Council



**19<sup>th</sup> Annual  
Mentoring and Coaching Conference**

**15-17 November 2012 – Bilbao, Spain**



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## Public Sector Mentoring Scheme

Exploring the development and delivery  
of mentoring programmes through a  
multi-stakeholder perspective

**Dr Julie Haddock Millar, Chris Rigby and Professor  
David Clutterbuck**

[www.emccconference.org](http://www.emccconference.org)

## **Aim of the Session**

- Provide an overview of the Scheme
- Enhance your understanding around how to create, implement and review a project throughout the lifecycle
- Discuss your own initiatives: transferability, facilitators and inhibitors
- Identify collaborative opportunities

## The Project Team

❑ **Middlesex University**

Dr Julie Haddock-Millar, Chris Rigby, Dr Mary Hartog

❑ **First Division Association**

Neil Rider, Chris Park, Sacha Dutta

❑ **Project Consultant**

Professor David Clutterbuck

## Public Sector Mentoring Scheme Overview

- ❑ **Original concept:** Deliver mentee and mentor training to a group of 25 students and 25 recent graduate entrant senior managers from across the Civil Service, Local Government and NHS.
- ❑ Match and nurture successful mentoring pairings focusing on the development and employment skills of those students.
- ❑ Second strand: developmental assessment centres.

## **Public Sector Mentoring Scheme Overview**

- Launched September 2011
- Participant training and matching November 2011
- Interim evaluation February 2012
- Closed September 2012
- Summative evaluation November 2012



## Public Sector Mentoring Scheme

Let's hear from the participants ...

LINK

## **Public Sector Mentoring Scheme Stakeholder Management**

- Middlesex University's expectations and working practices
- First Division Association's expectations and working practices
- Mentor's expectations and working methods
- Mentee's expectations and working methods
- Wider stakeholders



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## **Public Sector Mentoring Scheme The Role of the Consultant**

- Guidance and advice
- Review documentation
- Highlight best practice
- Provide theoretical frameworks
- Build collaborative opportunities
- Keynote addresses



## **Public Sector Mentoring Scheme**

### **Key Learning Points**

- The importance of training the participants together
- Involving participants in the matching process and preferences
- Maintaining close communication and establishing the 'Green' light
- Developing an evaluation strategy at the outset and sharing it!
- Involving participants in the research and dissemination
- Resource support

## **Public Sector Mentoring Scheme**

### **Where are we now?**

- ❑ January/February 2013 Accreditation through the ISMPE
- ❑ TRANSFERABILITY AND SCALABILITY
  - Leading and managing a range of mentoring schemes:
    - Public Sector Developmental Mentoring Scheme: funded by a Higher Education Academy Learning and Development Grant £58,780
    - London Borough of Barnet Graduate Employability Support Programme for NEET Graduates: funded by a successful tender of £35,000
    - Public Sector Science Developmental Mentoring Scheme: funded by a Teaching and Learning Development Grant £20,000
    - Professional Mentoring Scheme - India

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## **Public Sector Mentoring Scheme Over to you!**

- Transferability of the scheme outlined to your institutions/clients
- How to move from a pilot project to a fully embedded programme
- What are the practical aspects of developing mentoring programmes
- What are the key levers when obtaining funding

## Public Sector Mentoring Scheme

### PLENARY

### EMERGING THEMES/OBSERVATIONS

## **Presenter Contact Details**

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