
This version is available at: http://eprints.mdx.ac.uk/11488/

Copyright:

Middlesex University Research Repository makes the University's research available electronically. Copyright and moral rights to this work are retained by the author and/or other copyright owners unless otherwise stated. The work is supplied on the understanding that any use for commercial gain is strictly forbidden. A copy may be downloaded for personal, non-commercial, research or study without prior permission and without charge.

Works, including theses and research projects, may not be reproduced in any format or medium, or extensive quotations taken from them, or their content changed in any way, without first obtaining permission in writing from the copyright holder(s). They may not be sold or exploited commercially in any format or medium without the prior written permission of the copyright holder(s).

Full bibliographic details must be given when referring to, or quoting from full items including the author's name, the title of the work, publication details where relevant (place, publisher, date), pagination, and for theses or dissertations the awarding institution, the degree type awarded, and the date of the award.

If you believe that any material held in the repository infringes copyright law, please contact the Repository Team at Middlesex University via the following email address:
eprints@mdx.ac.uk

The item will be removed from the repository while any claim is being investigated.

See also repository copyright: re-use policy: http://eprints.mdx.ac.uk/policies.html#copy
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
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 …
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
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
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
19th Annual  
Mentoring and Coaching Conference  
15-17 November 2012 – Bilbao, Spain

Presenter Contact Details

Dr Julie Haddock-Millar, Middlesex University Business School  
j.haddock-millar@mdx.ac.uk

Chris Rigby, Middlesex University Business School  
c.rigby@mdx.ac.uk

Professor David Clutterbuck, David Clutterbuck Partnership  
david@davidclutterbuckpartnership.com