



# Mentoring

Mentoring is the provision of help and support to an individual by a professional who has experience and a track record in the role.

Target users:

Those who are:

- new in post
- developing new professional skills
- looking for improvement in professional areas, including political skills
- councillors and board members
- changing their career direction

Facilitation:

A good mentor will not instruct but will rather clarify the options and challenge and support choices. The mentor will help with options from their own experience and add others which have not been considered. The great skill is in being able to hand on experience in a non-didactic way and transfer knowledge when it helps.

Mentors can come from all disciplines, including chief executives and senior managers, and from your own sector or a range of others such as health, private sector, police and fire and rescue services. In all cases the 'chemistry' is very important.

SOLACE Enterprises mentors have been approved and are expected to continue their professional development through supervision and development programmes.

Cost:

These are negotiated within a framework reflecting the expertise and experience of the mentor.

For further information please contact the Resource Centre. You can either phone on 0845 601 0649 or email [resource.centre@solaceenterprises.com](mailto:resource.centre@solaceenterprises.com) To find out more about SOLACE Enterprises and our full range of consultancy services see [www.solaceenterprises.com](http://www.solaceenterprises.com)

