



## **Councillor Mentoring in the North West**

### **Mentoring – what is it?**

Mentoring is a well-established development technique that benefits individuals and groups. It is particularly useful in times of change such as when people are starting with an organisation or taking on new roles. Mentoring involves an exploration of needs, motivations, desires, skills and thought processes and encourages mentees to address the challenges they face. One-to-one mentoring is for councillors who face particular challenges such as becoming portfolio holders, and others seeking development as frontline councillors.

Mentoring works best as a confidential relationship, giving the learner or mentee the opportunity to speak freely with the mentor about any concerns they may have. Mentoring is a personal learning experience, a two-way exchange of information that taps into both individuals' abilities to learn. One-to-one mentoring is a developmental and learning technique aimed at increasing personal capacity, skills and learning.

### **The deal**

The North West Improvement Network (NWIN) is providing funding for 40 councillors across the North West to receive 4 days of mentoring from an accredited peer mentor. The arrangement is flexible and the mentor and mentee will agree how to make best use of the 4 days. As a one-to-one process it is important for the mentee to be clear about what they want to achieve from the development opportunity but the details will be confidential.

### **Who might benefit?**

Mentoring is particularly useful for members facing change – either as new councillors, newly appointed leading members or any member wishing to advance their civic career or facing new challenges.

### **How it works – matchmakers**

If you would like to take advantage of this development opportunity you are invited to complete a short application. It is important at this stage to consider why you would like to receive mentoring and identify what you would like to get out of it. This will help us to match you with a mentor. We will consult with the National Peer Clearing Housing, who trains and holds details of accredited peer mentors, taking account of your role, type of authority and political group. The PCH will present us with options for possible mentors and we will discuss and agree your mentor with you.

**Member Gateway Programme**

**Request for peer mentoring**

Name:

Authority:

Date elected:

Role:

Political party:

Contact details including telephone:

Why I would benefit from peer mentoring and what I would like to get out of it:

**Please return your nomination to:**

**Email:** [membergateway@nweo.org.uk](mailto:membergateway@nweo.org.uk)

Pam Booth, IDeA on behalf of the North West Member Gateway

Telephone 07766 252 847