

Employability Mentoring Newsletter

Welcome to our June 2020 edition! – Issue #17

As a leader of a mentoring scheme I understand the power and value of reflection. It's a fantastic tool for mentoring in that it can help mentors to unlock powerful lessons borne of an individual's experience. Since the last newsletter at Christmas, a significant amount of my time has been in reflection on an academic year that has taken an obvious and interesting turn. Whilst the current climate of change creates potential uncertainty, it also acts as a catalyst for reflection to occur and accelerates the development of more effective ways of working. It's been a great time of reflection focusing on our offer to students and mentors to identify areas for improvement on what it is that we actually do, and critically how we do it. Striking the right balance between proactivity and reactivity is an ongoing challenge, but challenge equates to growth and growth is at the very heart of this scheme's core values.

New for 2020/21 - Self Guided Employability Mentoring

This coming academic year will see a new addition to our offer to students in the form of 'Self Guided Employability Mentoring'. This offer has been created to provide students with clear guidance on how to set up one's own mentoring experience. The aim of this additional offer is to provide greater flexibility and freedom to those students who want to access mentoring at a time and a pace that works for them. The self-guided approach combines a downloadable resource and supporting documentation for a student to apply to their own circumstances, but with support available from the scheme should it be needed. We envisage this offer being taken up by those students who are perhaps more proactive as self-starters and willing to put in the work to identify and engage their own mentors. More information will be available by the start of the new term on our mentee-facing webpages:

www.dmu.ac.uk/employabilitymentoring

Want to find out more about Self Guided Mentoring, or how our scheme can support the development of individuals on your course or in your organisation?
Contact us at: mentoring@dmu.ac.uk or at 07909 000127 / 0116 207 8979

MENTORING AND
BEFRIENDING

Approved Provider
Standard

NCVO



What does a good mentor do and how?

Preparing for mentoring

A good mentor will prepare for a session. They do this by organising thoughts. This could be by:

- Reflecting on past experiences, what they did, how & why.
- Making notes (mental/hard copy) regarding key experiences to refer to in a session.
- 'Filing' experiences by time, place, situation, role, success, etc. for ease of reference.
- Considering their actual thought processes/emotions to help with logic/empathising.
- Thinking how experiences inform future work.
- Differentiating 'wisdom' from knowledge.
- Keeping notes to hand and revisiting them to keep their mentoring fresh.
- Not making assumptions about the topics to be discussed, nor the likely outcomes, but instead be open to journey with the mentee and where the conversation leads.



Implementing mentoring

A good mentor will be fully engaged during the mentoring session. Throughout they will likely:

- Observe and listen to what the mentee says.
- Clarify (reflecting back) what the mentee asks about to demonstrate that they are listening.
- Take time to consider responses by mentally filtering experiences.
- Be honest and open with the mentee.
- Share a few examples of their experiences briefly for the mentee to pick from and ask further questions depending on their needs.
- Go into appropriate detail on experiences and check in with the mentee to ensure relevance.
- Set the scene. Explain the context. Share their thoughts. Explain what they did, why and how.
- Help the mentee develop a spirit of enquiry by nurturing critical thinking to ask more questions.
- Help the mentee to identify future lessons of value to them and to act on them.

Mentor inspired sessions

Mentor led mock assessment centre

One of the many great things about our mentors is that they are keen to support our students in a variety of creative ways. This academic year, a number of mentors offered their talents to the scheme to add value to our students employability. One such great example of this has been provided courtesy of our long standing mentor and friend of the scheme; Steve Perks.

Steve as a Talent Acquisition Specialist brilliantly ran a mock assessment centre activity under controlled conditions to two groups of students in March. The session focused on a highly challenging teamwork activity which Steve had used in real assessment centres designed to assess a candidate against the following competencies: Constructive Teamwork, Effective Communication and Analysis and Judgment. The session was a fantastic insight for both students and our participating staff into what recruiters look for in real assessment centres.

Huge thanks also go to the DMUWorks staff who gave their afternoons as mock assessors to monitor, assess and feedback to students. Thanks also to the students for their courage in stepping up and applying themselves under a challenging spotlight, and most of all thanks to Steve, who shared an idea and delivered it brilliantly to the high praise of all involved.





Leicester Castle Business School & Employability Mentoring



Employability Mentoring continues to enjoy our longstanding partnership with Leicester Castle Business School and support the professional development of students from a variety of postgraduates courses. To date this academic year we have worked with four separate cohorts of students in Business and Law providing employability education, mentoring preparation and group sessions with a range of industry mentors. These sessions prepare our postgraduate students to ask questions of industry mentors who offered insight into the world of work. The mentors challenged perceptions and sought to encourage our students to feel more confident in their journeys after university. Huge thanks go to Patricia Taylor, Pete Miller, Steve Perks, Dave Sargent, Jeff Stephenson, Owen Hinkson, Ayden Wardle and Edward Geary for their time, perspective and insight into industry. Thanks also go to Leena Dattani-Demirci for our ongoing partnership to inform the professional development of our BAL PG students.

As part of our work with LCBS we also ran for the second year running a bespoke offer to Business Management in Sport MSc students. Here we focused on the value of getting experience and voluntarism to develop ones career path. We combined mentoring preparations with a dedicated group session hosted by sports mentors Georgina Coulson and Ian Scarrott. Huge thanks to Georgina and Ian for what was a fantastic event, and for staying long after the session ended to talk to the students who were clearly motivated to network and engage further. Big thanks also to Heather Dichter for our excellent partnership!



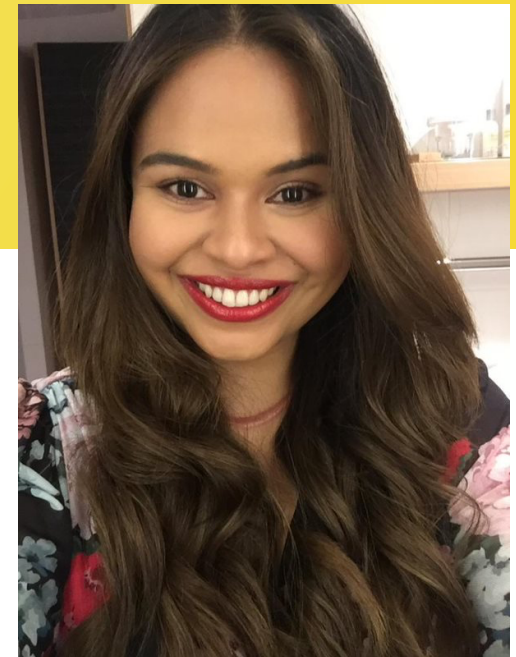
Welcome to a new Mentoring Manager at DMU!

We are pleased to announce the arrival of a new DMUWorks staff member. It's great to have another mentoring based professional at DMU and June 2020 sees the start of Rabeya Choudhury who has been appointed as the new Mentoring Manager as part of the Leicester Future Leaders Programme. Rabeya will be leading the mentoring strand as a project until April 2022, delivering outcomes for graduates across the county. We asked Rabeya to tell us more about herself and her thoughts about the work ahead:

"Like many of our students I moved away from home at the age of 18 to go to University in Surrey. After graduating, I then went on to work in Scotland, Kingston and finally London and after twelve years I am proud to be back living and working in my hometown. In my new role as Mentoring Manager as part of the 'Leicester Future Leaders' project; DMU has provided me with the opportunity to support the community by leading, developing and implementing a new in-work Mentoring Programme for BAME graduates. I am excited to work towards to increasing diversity in the graduate workforce and the creation of increased BAME leaders in the Leicester business community.

I have eight years' experience working in Higher Education, private enterprises and charitable organisations. My career to date has been student centric, working with underrepresented groups in higher education to raise aspirations, progression and attainment. Throughout my career I have gained significant experience working in: Events, Widening Access, Student Recruitment and Marketing. Through this understanding I have redesigned and led creative and innovative projects to engage, recruit students and maintain and develop collaborative relationships."

We are thrilled to have Rabeya on board and look forward to working with her and seeing positive change across the city and county for our DMU graduates! Welcome Rabeya!



Partnership working

2020 saw a new partnership between Employability Mentoring and our new DMUWorks Leicester Future Leaders Project. During a conference attended by DMU students and industry partners at the Marriott Hotel in Leicester, participants engaged in a mentoring workshop designed to draw on the experience of our DMU alumni to help inform understanding of the world of work. Five alumni including some of our enlisted Employability Mentors gave their afternoons to talk openly to the students about their experiences, which was really well received by the students. The session also provided students with the opportunity to consider the value of their own experiences using the power of reflection and mentoring to their ongoing professional development. Many thanks to Vanessa Haye and Adele Browne for supporting this mentoring to inform the development of our graduates.



A word from the scheme manager

Necessity is indeed the mother of invention in these times of challenge and transition. Taking the work that you do and reimagining it in ways that are digitally accessible but with the same (if not a greater) level of impact is now commonplace.

Herein we find opportunity. Opportunity to develop hybrid ways of working that not only manages the interim but also leads to more effective ways of future working. This time also provides the opportunity for me to tap into the talents of mentors further afield who previously found it difficult to visit campus for group events.

Whatever the outcome I believe mentors are needed more than ever. Those with real world experience of resilience and overcoming challenges in industry can be key to helping our students mindset and offering the tools and techniques to prevail in this current climate.



Employability Mentoring is one of a range of great services provided by DMUWorks. As both a student and industry facing department we are keen to collaborate and identify and nurture mutually beneficial partnerships for the future.

