



Diversity Mark

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Members Best Practice Roundtable

Hosted by Danske Bank in the Catalyst Fintech Hub

22nd August 2019

Roundtable Discussions

MENTORING PROGRAMMES	Challenges identified
	Some schemes haven't worked
	Good connection and chemistry needed between mentor and mentee
	Commitment
	Informal/no structure
	Senior management/hierarchical attitudes
	Justification for costs for external mentors/coaching
	Balance of mentoring. Group Executive to 3-4 levels below
	Difficult to recruit male/female for mentor programme
	Time commitments within small organisations
	Executives don't believe they have the skillset
	Perceptions as it could be seen as patronising
	Providing tools for mentoring
	Where to start getting a mentor
	Keeping it professional in mixed gender mentoring
	Do managers have the skills they need to manage
	Pairing challenge can be short or long
	Mentees need to be able to understand their challenges and weaknesses against their goals
	Mentors able to give practical help
	Mentoring programmes too formal for something so personal
	Cost of programmes for organisations with little money
	Coaching v mentoring -getting both from different people
	Perception of 'grooming' for promotion
	Inconsistency of informal mentoring -some might be better than others



MENTORING PROGRAMMES	Best Practice ideas
	Waterfall mentoring scheme within the business
	Reverse mentoring
	Engagement with external bodies
	Careful which mentor to choose/different departments on the business
	Retired professionals
	Women in community/return to work schemes
	Safety/trusting relationship
	Inhouse mentoring programmes: BOI = female/female Fintru = Females in Finance And Mentor A-level students who have signed up on a monthly basis to get them career ready Catalyst = ICT Talent Learning Circle Sign up mentor/mentee for analyst graduates. Training for manager/mentor and role play NIE = Inspiring leaders' rotation Sensata = Gender network and 'Appreciating Cultural Exchange' Link arts to engineering and highlight creativity
	Remote mentoring with external bodies Police=Women's Police Association & Ethic Minority Police Association BOI=Lean In mentoring in personal time Women in Business mentoring scheme
	Keep widening the programme to all rather than restrict to females
	Reverse mentoring between partners/apprentices
	Identify mentoring partners from beyond own organisation
	Provide external trainers
	Tool pack for getting started
	Graduate programme-formal programme/reverse mentoring (benefits young and senior people)
	Mentor and Mentee training programme
	Not putting too much pressure on the relationship - can end anytime
	Accountable goals
	Pairing who can give skills they need
	Mentoring contracts to ensure everyone knows expectations
	'Coaching' mindset for everyone -all helping each other
	Line manager as coach and mentor-building relationships so they know to how to help and do so regularly
	Immersive training -give people interactive activities which are enjoyable
	Have credible engaging people delivery message to win over hers and minds