



## membership resources

### Do you want to give something back?

- ✓ Have you benefited from having colleagues in the local government network that you can turn to for advice?
- ✓ Are you willing to give an estimated two hours every three months to help someone new to local government or has been promoted to a new level?
- ✓ Would you be willing to volunteer to join the new APSE mentoring scheme?

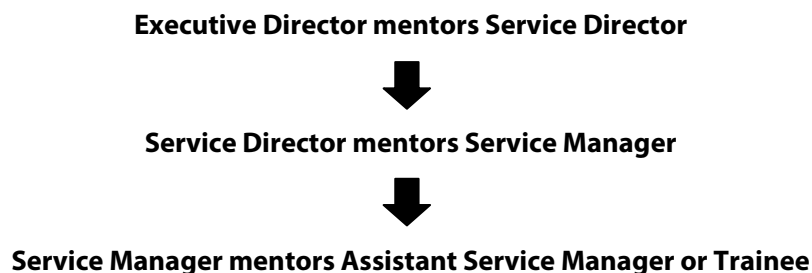
### The APSE mentoring scheme

One of the underlying benefits of APSE to its members is the strength of the network and the support it can offer. Following a suggestion from an officer who benefited from the information and support provided by the network after entering local government, APSE are looking to develop and provide a mentoring framework to support managers new or promoted staff within member authorities. This would involve sharing knowledge that can bring on new talent and close the skills gap.

This would be an additional free benefit that APSE would facilitate on behalf of its membership. APSE is currently a partner (with the IDeA and LGiU) in the national Councillor Mentoring Programme, which aims to build political leadership capacity. The aim would be to use the knowledge gained from this programme to develop the mentoring framework and also to get maximum value from the APSE database of over 14,000 local government contacts. It will be necessary to develop a set of protocols and guidelines to accompany the mentoring framework.

APSE would facilitate the scheme and provide mentors with background material, protocols and fact sheets. Wherever possible, mentors and mentees will be located from the same region with the two parties negotiating on the type of contact (email, phone or meeting). Dependent on numbers volunteering for the scheme, APSE may also develop relevant training courses for mentors.

The initial idea is for senior people to mentor others based loosely on the example framework shown below –



## **What is mentoring?**

A relationship built in a series of one-to-one meetings to develop in the mentee one or more of the following:

- Technical and professional skills, knowledge and understanding
- Improved competence in leadership or management or self-management
- Helpful attitudes and habits (e.g. confidence, self-reliance, questioning assumptions, punctuality)
- More awareness of potential and any self-limiting beliefs that undermine the use of potential
- Clarity about personal values and goals in life
- A sense of belonging / induction to an organisation or community

## **Who benefits from Mentoring?**

### **The Individual**

- Effective induction to a new authority or working environment
- Support with change and difficulties
- Professional contacts for wider networking and reducing isolation
- Coaching in specific new skills
- Enhanced management skills
- Career development

### **The Mentor**

- Development of human resource management skills
- Increased understanding of self, others and the organisation
- Personal satisfaction
- Development of new skills, e.g. counselling or strategic thinking
- Enhanced confidence from positive feedback on communication skills

### **The Authority**

- Cost-effective staff support and development
- Enhanced commitment and creativity
- Prevention of crises
- Shared organisational values
- Increased levels of skills and knowledge
- Improved staff motivation and retention

## **The next steps**

If you are interested in volunteering to become an APSE mentor, then please email John Marsh [jmarsh@apse.org.uk](mailto:jmarsh@apse.org.uk)  
Alternatively if to wish to discuss further the implications of becoming a mentor then telephone 0161 772 1810 to speak to John directly. Dependent on the numbers of respondents wishing to be mentors, APSE will email again looking for mentees who would benefit from mentoring.