



You Make It

Mentor Development Programme Guide

Mentoring with us

Develop fantastic transferrable leadership skills through becoming a mentor on our fantastic life-changing programme.

Our 6-month long opportunity gives professionals the chance to develop their relationship building, mentoring and communication skills in a structured and supported way.

Through a combination of group training, support from our team and peer-support, mentors begin to attune their leadership skills. They become more confident, authentic, aware and responsive.



We train you

All mentors access a 2 hour long, interactive training session designed by a gestalt psychologist.

We cover a range of topics that get you thinking about your role as a mentor and how you can best support your mentee to grow.

You will leave the session with a clear structure and a personal vision of how you would like to use mentoring.



About the training

Our training ensures that all mentors feel confident and have clarity on their roles. The session covers content including:

- Tips for the first meeting
- The power of process over content
- Breakdowns & breakthroughs
- Goal setting 101
- Giving and receiving feedback
- The benefits of reflexive practice
- Traditional mentoring / relational mentoring
- Using coaching questions to gain understanding
- Boundaries & ethics in mentoring
- The role of the mentor / mentee
- Tips for concluding the mentoring process

All mentors leave the training with materials and resources that can be used to prepare for mentoring, facilitating sessions and assessing progress. Our team also provides an online google drive with resources that detail the participants' workshops as well as suggestions for places to meet.

We pair you up

Our team take the time to match all mentors and mentees based on personalities, competencies, visions and career-paths - previous mentors have described the process as 'alchemy'.

Through sessions that take place every 3 weeks, you will begin to test and refine your skills in your 1-1 mentoring sessions.

With your new expertise around mentoring, you will have a pivotal and rewarding role in ensuring the young woman you mentor is motivated to keep on track with creating and working towards life goals.



Who will you mentor?

All mentees will have been awarded a place on our award-winning 6-month long empowerment programme. They will be aged 18-30, female, unemployed or underemployed and determined to lead a happier life. Over 96% of our participants come from BAME backgrounds, just under half have some kind of caring responsibility and roughly 40% are graduates.

Throughout their time with us, participants access a range of opportunities in addition to mentoring, including:

- **20+ weekly workshops** that rotate around creative, cultural and city organisations. Our workshops and guest speaker sessions are not solely focused on basic job search and business start-up skills, but include outside the box learning, creative experiences, and self-reflection activities which go deep with the women!
- **Access to 1-1 therapy and pastoral care** with our in-house float of experienced and qualified workers
- **Expenses or fully paid work placements** with employers tailored to their areas of interest
- **Start-up experience and support** through our Trading Places market stalls initiative and Ladies' Den; our business pitching programme for budding entrepreneurs
- **Graduation** at which women speak with power and authenticity about the journeys on You Make It and their plans going forward to a large and networked audience of the many people they've met through the initiative (there's never a dry eye in the house!).

Reflect & Grow

Our programmes team are available to support mentors throughout the 6 months to offer reflection and guidance. We have experience of having supported over 250 mentors, so we are always keen to share our learning.

Mentors can also access additional support through ad-hoc calls, emails or queries and you get the chance to network with, reflect with and learn from other mentors through our socials and communication groups.



What's the impact?

85% of mentors feel they've changed professionally as part of the mentoring process. Key areas of development include:

- **Developing the ability to coach and empower others**

"I have become better able to coach people through what may be challenging circumstances."

"I have become more confident in recognising subtle cues that need to be explored working with people."

- **Developing general capabilities in the workplace**

"I have reflected that my style of working is not necessarily the same as others, nor is it the best way. This has been incredibly eye opening for me in the workplace."

"It made me adapt my thinking and be a better-balanced leader with a more diverse view. I think it also made me a better person."

95% of mentors said they would mentor again. Some reasons include:

- **Mentors feel like they're fulfilling a social purpose**

"I really enjoyed this process and think that this work is both crucial, but also really beautiful to be a part of."

- **Mentoring with YMI is full of impact but manageable for busy people**

"Participating as a mentor is always a fulfilling, eye-opening and rewarding activity... taking part is seamless and manageable to fit around other commitments."

- **Mentors are well supported by the YMI team**

"I've found the team to be extremely supportive and engaging. They would touch base and offer feedback and updates which were helpful for me."

- **Mentoring feels good - and it's addictive!**

"At graduation I felt extremely proud to be part of something quite so amazing and I'm currently enjoying my third bout of mentoring!"

The commitment

Our next cohort is due to launch in **May 2020**, and will conclude in November 2020. Participation on the programme requires approximately just under 15 hours of time across the course of **6 months**.

This comprises of:

Learning: 1 x 2 hour long mentor training session held as a group on 15th May in central London at 5.30pm

Practicing: 7 x 1.5 hour long mentoring sessions (2 in the first month, and the others every 3 weeks)

Reflecting: 1 x 1 hour long catch-up via skype/zoom/facetime with our team to reflect on practice

Connecting: 1 x 2 hour long mentor social to share experiences and learn from one another.

Get involved!

We'd love to hear from you if our development programme excites you. Each place costs £750 and will give you the chance to attune your people working skills and have great social impact.

Apply [here](#) and a member of our Programmes Team will be in touch to discuss next-steps.

To find out more, contact Alysha our Programmes Manager on: alysha@you-make-it.org or 07398 766 704.

