



Supporting Overview and Scrutiny through Mentoring

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Why mentoring for O & S Councillors?

❖ Wide ranging role

- Scrutiny and challenge
- Community leaders
- Local champions

❖ Wide ranging skills

- Political awareness and understanding
- Tact and diplomacy
- Confidence and building trust
- Gathering evidence, and informed decision making

Why mentoring for O & S Officers?

- ❖ Cross cutting role working with:
 - Senior and very senior officers across the council
 - People outside the council
 - Elected members
- ❖ Work alone or as part of a small team
- ❖ Need wide variety of very high level skills – writing, research, influencing, political ‘nous’, partnership working...

What does this mean?

- ❖ Unique position within council
- ❖ 'critical friend'
- ❖ support and challenge
- ❖ discuss ideas and issues in a supportive confidential environment?
- ❖ ongoing support to new members and officers or members and officers in new roles
- ❖ understands the challenges O&S members and officers face

Mentoring

- ❖ A mentoring partnership brings two people together to discuss their ideas, experiences and thoughts
- ❖ providing challenge, insight and advice
- ❖ focus on challenges, barriers, ideas and progression.
- ❖ **not** about assessing or managing performance

Mentoring

❖ For mentees

- Providing challenge and being a critical friend
- Being a role model for personal achievement and growth
- Helping to build networks
- Helping build personal resourcefulness
- Being there to listen
- Helping to work out what you want to achieve and why
- Helping to plan how you will bring about change
- Help to accept and manage feedback constructively

Mentoring

❖ For mentors

- an invaluable personal development opportunity
- enables you to draw on your knowledge and experiences
- encourage, shape and challenge personal and professional self-awareness and learning in another.
- draw upon and develop a range of complex skills including analysis, problem-solving and listening
- gain invaluable perspectives drawn from their own self-reflection and that of their mentee

The South East Mentoring Programme

- ❖ Officer programme running for the last 2 years
- ❖ Very successful – high demand
- ❖ Launching a Councillor Mentoring Programme in response to feedback from Councillors.

What does it involve?

- ❖ Application form and briefing session
- ❖ Paired with another officer / elected member, from a different local authority
- ❖ Series of mentoring sessions for up to a year
- ❖ Ongoing support from SEE

Comments

- ❖ I have found it a useful experience and would be happy to be a mentor again
- ❖ [*my mentor*]...has been able to challenge my perceptions and help me find useful ways to deal with any issues
- ❖ Very supportive...a brilliant experience which I am very grateful for
- ❖ I have found my mentor's support both challenging and helpful

More comments

- ❖ The ability to discuss issues with someone who was impartial and detached from the situation clarified my thinking and helped me come to my own conclusions.
- ❖ Comments and advice always gives me 3 or 4 new angles and solutions to think about. Very valuable.
- ❖ Provided numerous tips and advice which I have implemented and found useful in my job.