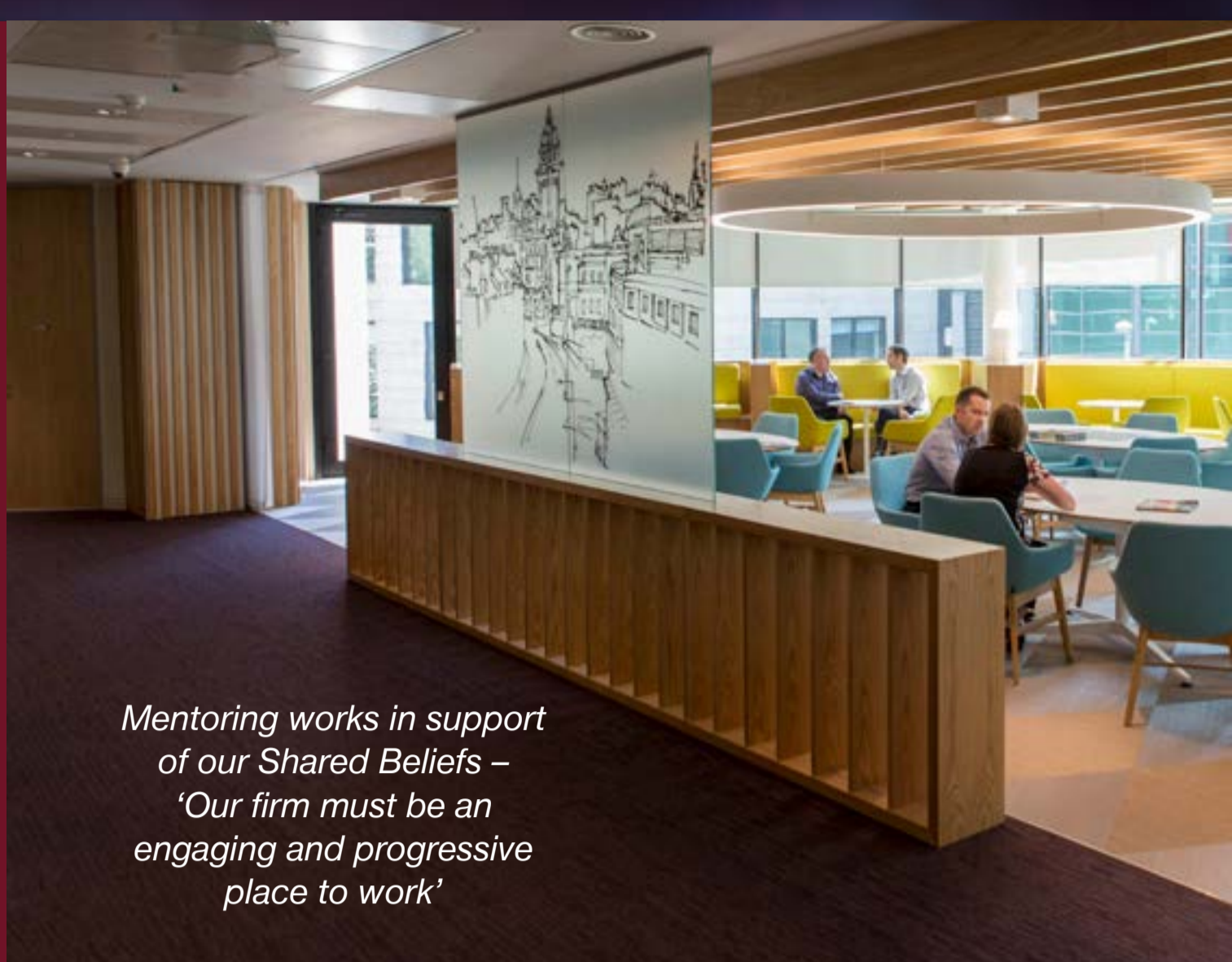


Introduction to Mentoring – Guidance for Mentees

Introduction

The purpose of this guide is to give new and prospective mentees an overview of Mentoring.

Please read this guide before requesting a mentor and signing up for mentoring, thank you.



Mentoring works in support of our Shared Beliefs – ‘Our firm must be an engaging and progressive place to work’

What is mentoring?



Mentoring is a learning relationship, involving the sharing of skills, knowledge, and expertise between a mentor and mentee through developmental conversations, experience sharing, and role modelling. The relationship may cover a wide variety of contexts and is an inclusive two-way partnership for mutual learning that values differences.

European Mentoring and Coaching Council

Find out more?

1

Coaching vs Mentoring

2

Mentoring – A Mutually Beneficial Partnership

Why does Baillie Gifford value Mentoring?

At Baillie Gifford we take a long-term view of how we develop, nurture and support the growth of our people. Mentoring is an essential part of the toolkit that we use to do this.

Mentoring is about ‘giving back’, sharing experiences, helping one other learn and grow. People who have participated in Mentoring at Baillie Gifford have told us it is an excellent support for development and an enriching experience.



How does it work?



Read this guidance to ensure Mentoring is right for you... if it is...



Complete this **form** so we can help you find a match (ideally speak to your line manager so they can support too)



Once matched, you undertake a short online learning module to help set you up for success



Mentoring takes place over 12–18 month period (or longer/shorter depending on what you agree with your Mentor)



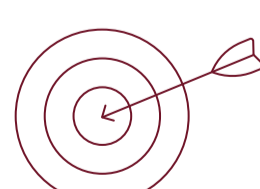
Typical time commitment from you will be 1–2 hours every 4–8 weeks (plus time to undertake any agreed actions)



You meet your mentor and contract with them around your goals, frequency of meetings, confidentiality etc (your mentor will help guide this discussion)

What is required of a Mentee?

Things that make a difference



You have thought about your development goals and how you want Mentoring to support those – what do you want to get out of Mentoring?



You take the lead in the relationship – you stay in regular contact with your mentor, set up meetings, take actions as agreed – the more you invest in it, the more you will get out of it. Your Mentor is there to support you, but you are in the driving seat.

Find out more?

1

How to be an Outstanding Mentee

2

Top Tips for being Mentored

What next?

If you think having a Mentor is right for you, please complete this **form** and we will help find you a great match!

