

Introduction

Co-mentoring is a popular intervention to support Equity, Diversity and Inclusion (EDI) initiatives. Typically, a senior leader in the organisation is paired with a (usually more junior) diverse member of staff who has a different background and career journey to their own. They mentor each other over an agreed period, with each sharing their lived experience of the organisational culture. Together they discuss their careers, day-to-day work and solutions to real business problems, as well as exploring how to create a more diverse and inclusive culture. Insights gained help to inform EDI policy and approaches in the organisation. They can also help the junior member of staff understand how to make an even greater contribution in their current role as well as progress to more senior roles.

Our Solution

The first step is to pair up your co-mentors, and we provide tips to help you make the best possible matches. We know that participants value practical support to enable them to create the conditions for effective co-mentoring relationships. Our package provides greater understanding on aspects such as how to create psychological safety. It gives practical tips so participants can set themselves up for success, navigate common pitfalls and achieve personal and organisational outcomes.

For the Co-Mentors

Whether the co-mentors have prior experience or not of mentoring or being mentored, we walk them through a three-step process which equips them to prepare for and sustain a fruitful mentoring relationship.

01 30-minute pre-work in the form of a 15-minute **narrated PowerPoint** hosted on Vimeo and accompanied by a worksheet for personal reflection. This provides an understanding and practical advice about how to approach and prepare for the mentoring

Topics include:

- What is mentoring?
- What is co-mentoring?
- Why do organisations have co-mentoring programmes?
- What is important to us about our programme?
- Roles, responsibilities and expectations
- Your personal goals as a co-mentor
- Discussion topics
- Skills of the best mentors
- Prepare for your first meeting
- Create a safe and confidential space for your discussions
- What are you fearful of?
- How to avoid key pitfalls
- Your next steps

The pre-work includes a PDF **worksheet** where the co-mentors can capture their thoughts and learning from the presentation.

02 90-120 minute **interactive virtual workshop** that has participants working together to explore and develop some of the pre-work themes such as:

- Contracting and practical tips to create a safe psychological space
- What could go wrong (linked to 'fears' from the pre-work)
- Speaking truth to power – considerations
- How to plan for the first meeting
- What are you taking away?

03 **Take-away toolkit** featuring key slides, models and tools from the training.



Inclusion is a verb, it's a doing word – the challenge is most humans on the planet are inclusive with people like them. To embed equity and increase diversity we all have a part to play because inclusion is incremental, we just need to re-think and unlearn. Embedding Psychological Safety into hybrid asynchronous working culture is business critical - it's not a nice to have, its essential to unlock innovation and allow the workers of tomorrow to thrive. What is needed is a systemic business -led approach to I&D with bold actions for inclusion and multivariate diversity.

Sasha Scott, Founder and CEO of The Inclusive Group

Working with Inclusive Group

Inclusive Group will work with you to create the training package, which also includes:

- A kick-off meeting with Inclusive Group to provide a full brief (one hour)
- 3 additional client touchpoints for sign-off (30-minutes each)
- Tips for how to pair up your mentors and mentees effectively.
- Design and delivery of:
 - Narrated PowerPoint, hosted on Vimeo; accompanying PDF of slides; and worksheet. We will provide the script and slides for you to sign off the narrated PowerPoint.
 - 90-120 minute workshop via Zoom or Teams. One delivery with a co-mentor group of up to 20. One-page outline will be provided for client sign-off.
- Project management

Assumptions

- One point of contact from your organisation to liaise on content and facilitate sign-off for the materials at appropriate stages.
- Materials will be delivered with Inclusive Group branding.

Follow-Up

We offer additional, optional, follow up sessions for your co-mentor group as they progress through the programme. These can take the form of Q&A sessions or simply a facilitated group conversation to share experiences and learn from each other. Feel free to discuss your specific requirements with us.