

The WiN Mentor Training Pilot

A Success story worth repeating!



www.winuk.org.uk



Why mentor?

**4 out of 5
millennials
want a
mentor**

Millennial research by
Huffington Post

**Employees with
mentors are 5
times more likely
to get a promotion**

Gartner Study



**77% of
companies
said mentoring
has improved
employee
retention.**

Emerging Workforce Study (a
survey of 300 Fortune 500
companies)

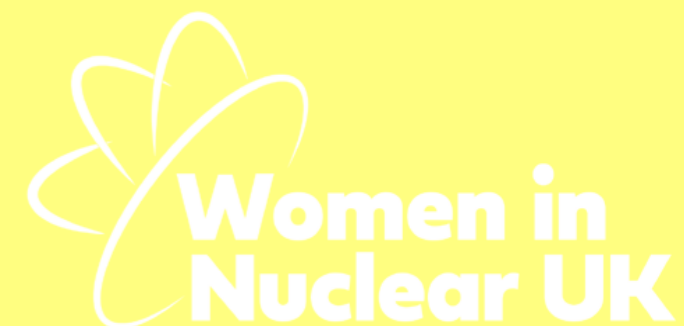
Why train mentors?

Having life / professional experience doesn't automatically make someone a great mentor.

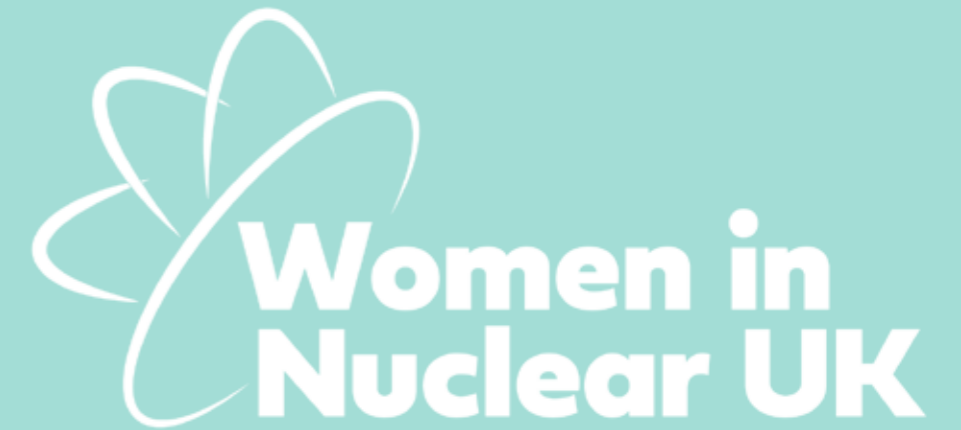
But effective mentoring can be learnt just like any other skill.

"Mentoring needs to be more than just a nice chat over a coffee to make real impact." Alex Knight

Focussed training and development empowers mentors to maximise their impact for greater benefit to themselves, their mentee and their community.



Main Drivers behind the Mentor Training Pilot



Women are looking for a woman role model to mentor them!

But...

**Few
women in
the nuclear
sector**

Low confidence

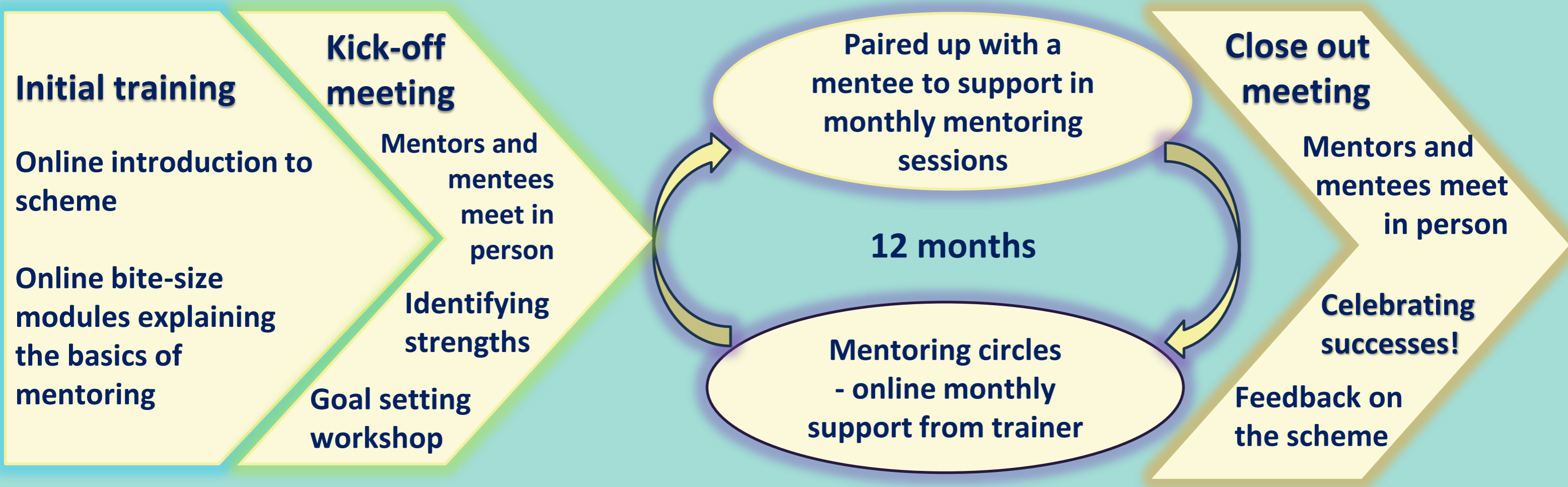
Impostor syndrome

Do I have enough
knowledge to mentor?

Poor understanding
of what is required
of a mentor

**Lack of
women
mentors!**

This Pilot tried to address this by



MEET THE TRAINER: ALEX KNIGHT

- Founder & CEO of STEMAZING
- Passionate about inspiration & inclusion in STEM
- Engineer, Speaker, Mentor
- Over 15yrs in Industry
- Mentoring & Coaching qualification from CMI
- Run Mentor Training & Mentor Circles
- www.stemazing.co.uk



Mentor Benefits

Builds a mentor
toolkit

Ongoing support
and advice

Continuation of
mentoring



Mentee Benefits



Success stories

Insights from outside company

Engaged mentors



**What stands out about this scheme:
“Being able to talk to someone who is outside my
organisation and is not caught up or biased by
organisation politics”**



**“The framework gave me confidence to start
in as a mentor.”**

**“my mentor has developed and become
more confident and forthcoming over time”**

**“I can't believe I haven't been a mentor before, and I've been
in this field for over 20 years! I will definitely take on more
mentees after this experience”**

Why support this Scheme



Development of mentoring skills not just a matching service

Encouraging women to take on and continue mentoring

Exposure to a wider network



Sponsor Packages for the Programme – Core Sponsor



3 x Core Sponsor - £5,000 each

- 5 Spaces (mentor or Mentee)
- Promotion throughout the programme (events, Social Media)
- Company representation at in-person events
- Report for inclusion in their Gender Pay Gap Report.



Sponsor Packages for the Programme – Event Sponsor



4 x Event Sponsor - £2,500 each

- Provide a venue and refreshments for an in-person event for ~50 people
- Provide space for speed mentoring for staff members
- Hybrid Guest Speaker or Panel Event during in-person events
- Tour of facilities to promote the organisation.



Sponsor Packages for the Programme – Candidate Sponsor



Candidate Sponsor - £500

- Sponsor a candidate (mentee or mentor) for the programme.
- Supports participation from SME employees or e.g. staff networks who want to enable a target group of mentors/mentees to participate.



Resources

The confidence gained, achievements made possible, and friendships forged during this Pilot, this four-minute video encapsulates it all:

<https://youtu.be/sc-DYPAbttU?feature=shared>

Mentoring Matters webinar with Alexandra Knight:

https://youtu.be/FmlsnM_zNSA?si=fdae8fyruZaVblcu


Interview a few of the mentors to learn how the WiN Mentor Training Pilot benefitted them:

<https://youtu.be/JB-7pT4S4cU>

An **article** and **surveys** from the programme are available as well.



Tour of JET during the kick-off meeting



Women in Nuclear UK

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