



# LITTLE RAYS OF MANAGEMENT EXCELLENCE

Mentors and mentees working together to share knowledge

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## WITH A MEMBERSHIP COMMUNITY OF OVER 100,000, CMI MENTORING PROVIDES THE OPPORTUNITY TO ELEVATE KNOWLEDGE SHARING AMONGST MANAGERS AND LEADERS OF ALL LEVELS ACROSS MULTIPLE SECTORS AND INDUSTRIES

Mentoring can have significant impact on the development of both the mentor and mentee. Through the service, both are able to apply best practice in a practical way, improving skills, knowledge and behaviours.

CMI Mentoring is an online service, where members who are registered as mentees or mentors are aligned according to the skills, experience or sector they would like to develop in. Turn the page to find out how you can register for this service and bring management and leadership best practice and knowledge sharing to a new level.

Small businesses that receive mentoring are **20%** more likely to experience growth than those that don't.

(Source: Small Firms Enterprise Development Initiative)

**60%** of UK business leaders have had a mentor, and of these, **97%** said they had benefited from the advice given.

(Source: DDI, 2005)



Fantastic idea and very high calibre of mentors.

**Caroline Anson, Mentor**



Was productive and supported me through a key stage in my career development.

**Richard Proctor, Mentee**



Mentoring is a two-way process, share your experience [#CMIMentoring](#)





MENTORING  
PROCESS

BECOME A  
MENTOR

FIND A  
MENTOR



Mentors and mentees were around **20%** more likely to get a raise than people who did not participate in the mentoring program.



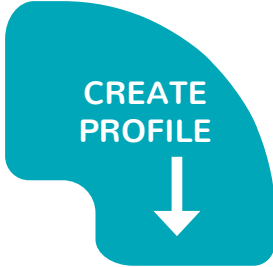
**25%** of mentees and **28%** of mentors received a raise – versus only **5%** of managers who were not mentors.



Employees who received mentoring were promoted **FIVE times more** often than people who didn't have mentors.

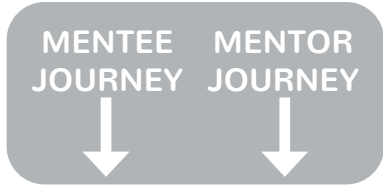
Mentoring is a two-way process, share your experience [#CMIMentoring](#)

(Source: Sun Microsystems compared the career progress of approximately 1000 employees over a 5-year period.)



# SELECT YOUR MENTOR OR MENTEE

Start your mentoring journey



“ The resources provided on the website are really excellent - I have used them extensively with my mentees. They are a great help, especially to get things moving in the first place and advising where to start the process. Philip Davies, Mentor ”

# BECOME A MENTOR

The practical application of knowledge, skills and experience can add substantial value to those just starting out in their career or looking at new ways in which to develop.

As an experienced manager, you will have lots to offer, ultimately not only benefiting the mentee, but the organisation in which they work.

Mentoring is a two-way process, which takes place over a set period of time. As a mentor you will offer support to enable your mentee to explore their professional situation and work towards pre-determined goals and objectives. However mentoring also supports your own professional development:

- We all have a different way of approaching a situation or challenge. Mentoring allows you to reflect on your own practice and offers an opportunity to develop new or refresh knowledge and skills.
- You may be an experienced project manager or currently not managing a team – maintain and hone your management and leadership skills.
- Develop professional relationships in new industries or sectors with so many mentees from a range of backgrounds.
- Enhance peer recognition, as well as your own professional and personal development

Mentoring is a two-way process, share your experience [#CMIMentoring](#)

## HAS MENTORING HELPED WITH YOUR OWN DEVELOPMENT?

Partly as I needed to research current perspectives to keep up to date with the issues covered in the mentoring discussion.

**Philippa Dixon, Mentor**

## RESOURCES TO HELP YOU IN YOUR MENTORING JOURNEY

If you are new to mentoring others, or would like to refresh your knowledge, CMI have a range of resources available via ManagementDirect, including videos, checklists and articles offering the latest advice on mentoring practice.

**TO GET YOU STARTED WE'VE COMPILED A 20 MINUTE LEARNING JOURNEY, CLICK HERE TO START...**



# LOOKING FOR A MENTOR?

There are plenty of times when we could all learn from the skills and experience of someone who has been there before.

Whether you are newly qualified or experienced manager or about to embark on a new challenge or role, CMI Mentoring provides a network of professional managers and leaders happy to support those looking to develop in their own careers, increase performance or solve the challenges associated with a role in management.

Mentoring gives you, the mentee, access to the knowledge, guidance and confidence of others, in a supportive environment that is completely confidential, impartial and non-judgemental. You will have guidance from your mentor for a set period of time, however the experience you take forward will stay with you throughout your career:

- Improve your self-confidence, by learning new skills and experience that you can take forward into your role and organisation.
- Gain awareness of your skills and practice, an external 'pair of eyes' could be what you need to analyse your practice or confirm that you are working in the correct way.
- Develop professional relationships, with mentors experience of working across multiple industries and sectors, you can be matched with someone from your own industry or learn best practice that could be applied from another.
- Mentoring provides an objective and safe source of support, during this time you can really look at the application of learning rather than feeling you are constantly 'learning on the job.'

Mentoring is a two-way process, share your experience [#CMIMentoring](#)



## HOW HAVE YOU FOUND YOUR MENTORING EXPERIENCE?

Being able to talk to someone outside my business was very beneficial.

**Robert Smith, Mentee**



## RESOURCES TO HELP YOU IN YOUR MENTORING JOURNEY

Before embarking on your mentoring journey, now is a good opportunity to think about what you would like to get out the experience, whether this is to develop a new skill, a different approach to an element of your role or guidance on working towards the next step in your career.

**TO GET YOU STARTED WE'VE COMPILED A 20 MINUTE LEARNING JOURNEY, CLICK HERE TO START...**

## Chartered Management Institute (CMI)

The Chartered Management Institute (CMI) works with business and education to inspire people to unleash their potential and become skilled, confident and successful managers and leaders.

With a wealth of practical qualifications, events and networking opportunities on offer throughout the UK and Asia-Pacific, CMI helps people boost their career prospects and connect them with other ambitious professionals in any industry and sector.

In fact, CMI has more than 79,000 people training to be better managers right now.

Backed by a unique Royal Charter, CMI is the only organisation allowed to award Chartered Manager status – the ultimate management accolade.

CMI's thought leadership, research and online resources provide practical insight on critical issues for its 132,000 plus members and anyone looking to improve their skills, nurture high-performing teams and help pave the way for the next generation of managers and leaders.

For more information, please visit [www.managers.org.uk](http://www.managers.org.uk) Chartered Management Institute on LinkedIn, Facebook, Twitter and Instagram.

# BE A PART OF CMI MENTORING

Ready to start your mentoring journey? Visit the website to register as a mentee or mentor, and start putting management and leadership into practice.

Still have questions? Contact the Membership Engagement Team to find out more.

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