

Are you looking for a development opportunity?

The key objective of the scheme is to develop the employees so that they have the confidence to achieve promotions within their respective companies.

Not only will the mentee gain from this scheme; the mentor can gain the satisfaction in aiding the development of a mentee and passing on knowledge, skills and expertise.

Please be aware that BME mentors can come from any Borough, but mentees must come from Bournemouth.



“Take responsibility for how you feel, what you do, and what happens to you”
(Chris Croft, 2009)

**DORSET RACE
EQUALITY COUNCIL**



If you are interested in taking part in this scheme, whether being a mentor or a mentee, then please email or ring Mevan Kattan for more information.

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Bournemouth and Poole

**DORSET RACE
EQUALITY COUNCIL**



Mentoring Scheme for Bournemouth Black and Minority Ethnic Employees



Tel: 01202 553003




Aims and Objectives

“BME Individuals in a senior position to act as mentors for BME employees from Bournemouth who are looking to get on and move into higher positions”.

The scheme aims to support and develop BME

“Be clear about your goals, be flexible about the process of achieving them”
(Chris Croft, 2009)



employees through learning, goal setting and tutoring from the mentor, whilst aiming to help leadership and management development, self motivation and confidence.

There are many benefits not only for the mentors and mentees, but also for the organisations in which the mentees are currently employed.

Getting involved in this scheme will not only encourage more BME employees into higher positions, but will equip them with the aspiration and desire to achieve more.

Benefits for the Mentor:

- Satisfaction in aiding the development of a mentee and passing on knowledge, skills and expertise.
- Increase self-awareness and aiding development of own personal communication skills.
- Gaining insight into the mentees background and history aids the mentors professional and personal development.
- Reinforces focus on the mentors own career development.

Benefits for the Mentee:

- Increase confidence, improved performance and increase understanding.
- Enhance motivation and problem solving skills.
- Better management of career goals and improve potential for moving up.
- Developing wider networks and raising awareness of overall strategic thinking.
- Raising aspirations and creating a practical plan to achieve them.

Benefits for the Organisation:

- Keep existing employees through increased commitment and satisfaction.
- Save money by better retention of staff.
- Successful planning and good development of employee skills.
- Better focus and engagement from staff.
- Promotes the company's commitment to diversity amongst its staff and management, reflecting the communities which it serves.



*“We don't close the deal, we open the relationship”
(Chris Croft, 2009)*