

Roundhouse Creative Leadership Programme: Mentoring Programme – Overview



AIMS

The Creative Leadership programme endeavours to:

- Empower young people to lead creatively and to transform their lives and work.
- Increase opportunities for young people from all backgrounds to lead change in the creative sector and beyond.

As part of this, the mentoring programme has been developed to support young people to:

- Understand their leadership strengths and to build their leadership capacities, skills and knowledge
- Plan how to develop as leaders, both individually and as a group

We are doing this because we believe creativity gives us freedom, hope and has the power to transform.

WHAT IS THE MENTORING PROGRAMME

The yearlong mentoring programme matches participants of the leadership with inspirational individuals working in organisations across sectors.

It includes:

- One hour face-to-face meetings, either in person or over Skype, every other month for one year (max 6)
- *Optional* half hour catch-ups in the months between, either over the phone or face-to-face
- Remote support from Roundhouse staff, for both the mentor and mentee

WHAT ARE THE REQUIREMENTS FOR THE MENTOR?

- Have significant experience of working in a professional setting
- Be enthusiastic about their career and open to sharing their journey
- Is a positive role model: empathetic, good listener, personable and relatable
- Demonstrate a commitment to the Mentee and the programme, including ensuring availability to meet with the participant for at least one hour every other month for the duration of one year
- Be willing to complete a short, bullet point report following each meeting with the Mentee
- Completing our half day *Roundhouse Mentor Bootcamp*

MENTORING AND COACHING: SIMILAR BUT NOT THE SAME

The terms mentoring and coaching are often used interchangeably, which is misleading. While similar in their support of someone's development, they involve very different disciplines in practice.

Coaching typically involves a relationship of finite duration, with a focus on strengthening or eliminating specific behaviours in the here and now.

Mentoring consists of a long-term relationship focused on supporting the growth and development of the mentee. The mentor becomes a source of wisdom, teaching, and support, but not someone who observes and advises on specific actions or behavioural changes in daily work.

Both mentoring and coaching offer incredibly valuable developmental support. Where coaching provides a more immediate improvement in targeted areas, mentoring offers high-level guidance for long-term development. For that reason, mentors do not need to be directly linked in terms of discipline or sector, and there are positives to a mentor being from a completely different field to their mentee.

WHAT A MENTOR DOES:

- Takes a long-range view of the individual's growth and development
- Helps to see the destination but does not give the detailed map to get there
- Offers encouragement and cheerleading, but not "how to" advice

A MENTOR DOES NOT:

- Function as an advocate in the organisational environment such as a boss would; the relationship is more informal
- Tell the mentee how to do things
- Support on transactional, short-term problems
- Serve as a counsellor or therapist