

## Mentor recruitment

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<b>Title:</b>	Executive Mentor
<b>Dates:</b>	January to September 2023
<b>Hours:</b>	8 hours – (1 hour of mentoring between module days)
<b>Reporting to:</b>	The Leadership Academy Executive
<b>Location:</b>	Suitable for the individual mentoring relationship

## About the Leadership Academy Programme (LAP)

### Programme overview

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The Leadership Academy pilot scheme ran during 2014-15 and was established to improve the leadership skills of disabled people. Developed with funding from funding from Esmée Fairbairn Foundation, it was run by Disability Rights UK as a ‘recognised centre’ of the Institute of Leadership and Management – ILM.

The aim of the Programme is “to empower capable, confident disabled leaders in all sectors of employment and address the need for greater equality in the workplace, to improve the employment position of employees living with a health condition or disability, whilst providing employers with access to a wider pool of talent.”

The programme is delivered online. It is comprised of four modules delivered over 13 sessions with a final presentation and graduation ceremony. Mentoring sessions take place between training sessions.

### Become a mentor on LAP

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New opportunities for mentors to join the programme are available. You will work with an individual while they go through the programme and as they apply what they have learnt to the workplace.

This will be from January to September 2023 and involves providing eight formal mentoring sessions throughout the duration of the programme. An extended period of three months is permitted for informal mentoring at the discretion of the Programme Manager and the mentoring pair.

### What are the benefits to the mentor?

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Becoming a mentor is an incredibly rewarding thing to do. You can put the experience and skills you have developed in your professional life to use in a new and different way and be able to play a part in the career development of somebody who really needs your support. This process will test your relationship skills, your ability to understand and advise on remote situations and your technical skills as a manager.

LAP has seen senior executives dedicate their personal time and commitment to the Programme, some with lived experience of disability and some without. The ethos of LAP is to deal directly with the barriers and obstacles faced by employees with lived experience of disability, so having mentors and coaches with lived experience has proved to be extremely beneficial.



Diane Dobinson and her mentor, Andy Horne

However, we only make this a preferred requirement because we also recognise the impact of mentoring someone with lived experience and the learning benefits that are derived from this when the mentor does not have any lived experience of disability.

The wider message being that employers, employees and the team/departments for human resources/capital are learning more and challenging any unconscious bias or preconceived ideas about retention, potential career aspirations and their ability to develop their colleagues who have lived experience of disability and the benefits and growth that they can add to any company.

## The main purpose of the role

To support and provide guidance to a junior manager who has either lived experience of disability or a long term health condition and wishes to gain career progression into a more senior role or explore new career aspirations.

## Mentor's time commitments

Availability to commit to one hour of mentoring between each of the module days. The module dates are just for your reference, to allow you to see what period you would be expected to mentor between and your delegates learning commitments.

Module	Training Sessions	Training Sessions Dates	Mentoring Sessions	Mentoring time
One	<b>1 and 2</b>	9 and 23 February 2023	1	1 hour
Two	<b>3 and 4</b>	9 and 23 March 2023	2	1 hour
	<b>5 and 6</b>	6 and 20 April 2023	3	1 hour
Three	<b>7 and 8</b>	11 and 25 May 2023	4	1 hour
Four	<b>9 and 10</b>	8 and 22 June 2023	5	1 hour
	<b>11 and 12</b>	6 and 13 July 2023	6	1 hour
	<b>13</b>	20 July 2023	7	1 hour
Graduation		7 September 2023	8	1 hour

Formal mentoring to be completed by **30 September 2023**.

### Training days and events

In addition, you will need to be available for mandatory training sessions. Existing mentors can opt in or out of the full day of training but **must** attend the supervision training. Training sessions are held online.

- Mentor training: Full day on **16 January 2023** (10.00-16.00)
- Mentor supervision training: Half day on **4 May 2023** (12.00-17.00)

Events:

- Attend the Delegates' Graduation on **7 September 2023** (13.00-17.00)
- Attend our annual alumni events

### To apply to be a mentor

To apply to become an 'Executive Mentor' please request and fully complete an application form. By doing so you are committing to the dates/events listed above. You will receive confirmation that the Leadership Academy Executive is in receipt of your application and once a decision has been made and we have selected the successful applicants, you will be notified whether you have been successful.

For further information or to request an application form, please contact the Leadership Academy Executive: email [katrina.morris@disabilityrightsuk.org](mailto:katrina.morris@disabilityrightsuk.org) or call 0203 687 0778.

#### About Disability Rights UK

Our vision is a society where there is equal participation for all. Led by people with disabilities, a key part of our work is to ensure that disabled people can achieve their potential through education, skills and training.

**Plexal, Here East, 14 East Bay Lane,  
Queen Elizabeth Olympic Park, Stratford, London E20 3BS**

