

Mentor recruitment

Title:	Executive Mentor
Dates:	November 2019 – June 2020
Hours:	8 hours – (4 x 2 hour sessions in between module days)
Reporting to:	The Leadership Academy Executive
Location:	Suitable for the individual mentoring relationship
Expenses:	Out-of-pocket expenses only (subject to approval)

About the Leadership Academy Programme (LAP)

Programme overview

The Leadership Academy pilot scheme ran during 2014-15 and was established to improve the leadership skills of disabled people, 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.”

Become a mentor on LAP

New opportunities for mentors to join the programme are now available to work with an individual, whilst they go through the programme and as they apply what they have learnt to the workplace. This will be for a period of six months of formal mentoring and up to a maximum of nine months; with a further three months informal mentoring permitted.



What are the benefits to the mentor?

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 saw 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.

Module day	Proposed date (to be confirmed)	Plus mentoring time
One	5th December 2019	2 hours
Two	6th February 2020	2 hours
Three	2nd April 2020	2 hours
Four	14th May 2020	2 hours

Formal mentoring to be completed by **30th June 2020**.

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 usually held at London venues.

- Full day of mentor training on **21st November 2019** (tbc)
- Half day (1pm-5pm) group supervision session on **12th March 2020** (tbc)

and events:

- Attend the Delegates' Graduation on **14th May 2020**
- Attend our alumni events we hold annually at some point between **June and October 2020**

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 2 hours 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.

To apply to be a mentor

If you would like to apply to become an 'Executive Mentor' then you will need to request and fully complete an application form and by doing so you are committing to the dates/events listed above. Please ensure that the application is fully completed.

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 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**



www.disabilityrightsuk.org