



The Leadership Academy Programme (LAP) Mentor Recruitment Flier

Title:	Executive Mentor
Dates:	Oct/Nov 2016 – August 2017
Hours:	8 hours – x2 per session 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 LAP

Programme overview;

The Leadership Academy saw a pilot scheme run 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 also 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."

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 work place. This will be for a 6 month period of formal mentoring and up to a maximum of 9 months; with 3 months informal mentoring permitted.

What are the benefits to the mentor?

Becoming a mentor is an incredibly rewarding thing to do. You are able to 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 advice 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. 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 will be;

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.

Dates for module days and the Mentors time commitments;

Availability to commit to x2 hours of mentoring between each of the following module days;

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|-----------------------|---|----------------|
| 1. Module Day One – | Proposed date 27 th October | x2 hours (tbc) |
| 2. Module Day Two – | Proposed date 8 th December | x2 hours (tbc) |
| 3. Module Day Three – | Proposed date 23 rd February | x2 hours (tbc) |
| 4. Module Day Four – | Proposed date 11 th May | x2 hours (tbc) |

Formal Mentoring to be completed by **30th May 2017**.

In addition you will need to be available for mandatory training sessions;

- **A full day of mentor training will be held for a full day, 3rd November 2016 @KMPG Canary Wharf. (tbc),**
- **A half day (pm) group supervision session 19th January 2017 @ Disability Rights UK. (tbc),**
- **Attend the Delegates Graduation in 11th May 2017 &**
- **At least one out of the two alumni events we hold annually October 2016 & 17 and April 2016 & 17.**

Please note the following;

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 an acknowledge that The Leadership Academy Executive is in receipt of your application and once the decision panel have met and selected the successful applicants you will be notified, of whether or not you have been successful.

For further information or to request an application form, please contact the Leadership Academy Executive; Katrina.morris@disabilityrightsuk.org