

“Coaching and Mentoring”

Housing Diversity Network (HDN)

Moreen Pascal,

Mentoring Coordinator

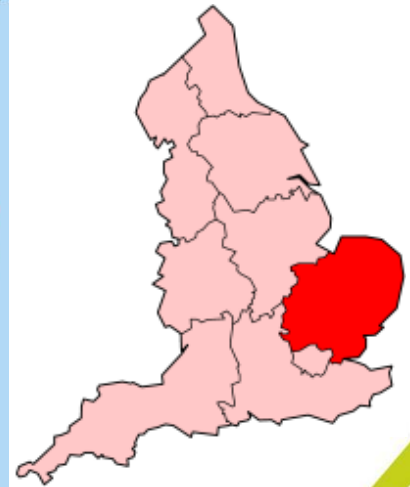
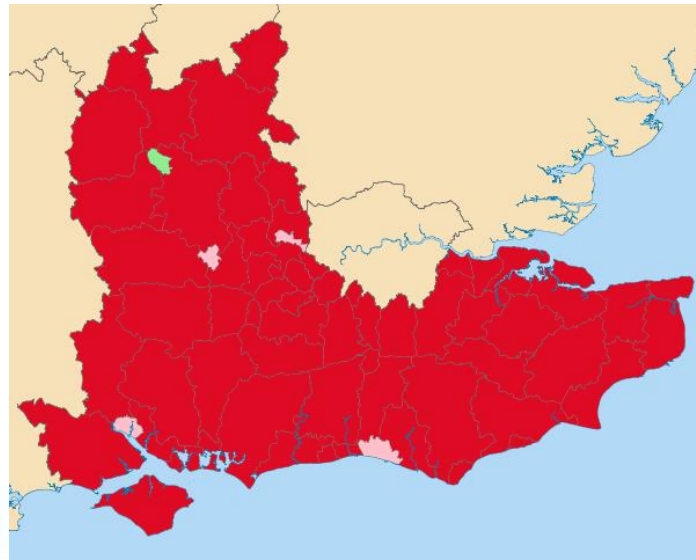
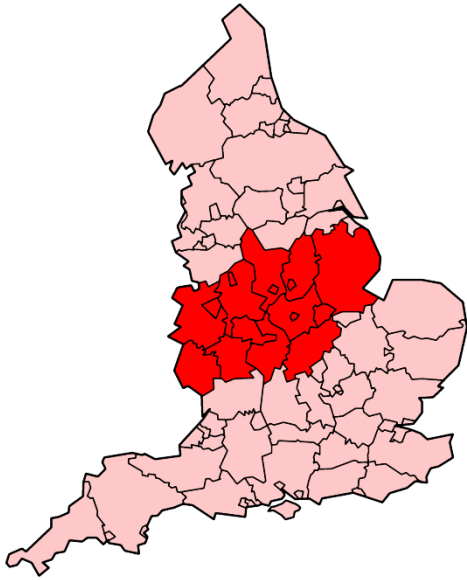
2nd May 2018

HDN – Your Network to Diversity exists to:

- Support you:
 - attract and grow the best talent
 - deliver appropriate, accessible services
 - build inclusive communities
- An established social enterprise based in Huddersfield
- 86 members and partners across England.



My role: Supporting /developing HDN Staff & Board Mentoring Programmes



Coaching

Focus is usually **task** and **Performance**

May have line management authority over coachee

Vs

Mentoring

Role is to build **capability**
– help mentee discover ***their own wisdom***

No line management;
“How are the kids??”



How HDN Programme is Different



5 x 1 to 1s with
External Mentor
with **Leadership**
experience



Mentee
Graduates
presenting to
Newbies



How HDN Programme is Different



4 Mentoring
Development
Classes

Mentor- Mentor
Cross Sectoral
Networking



How HDN Programme is Different

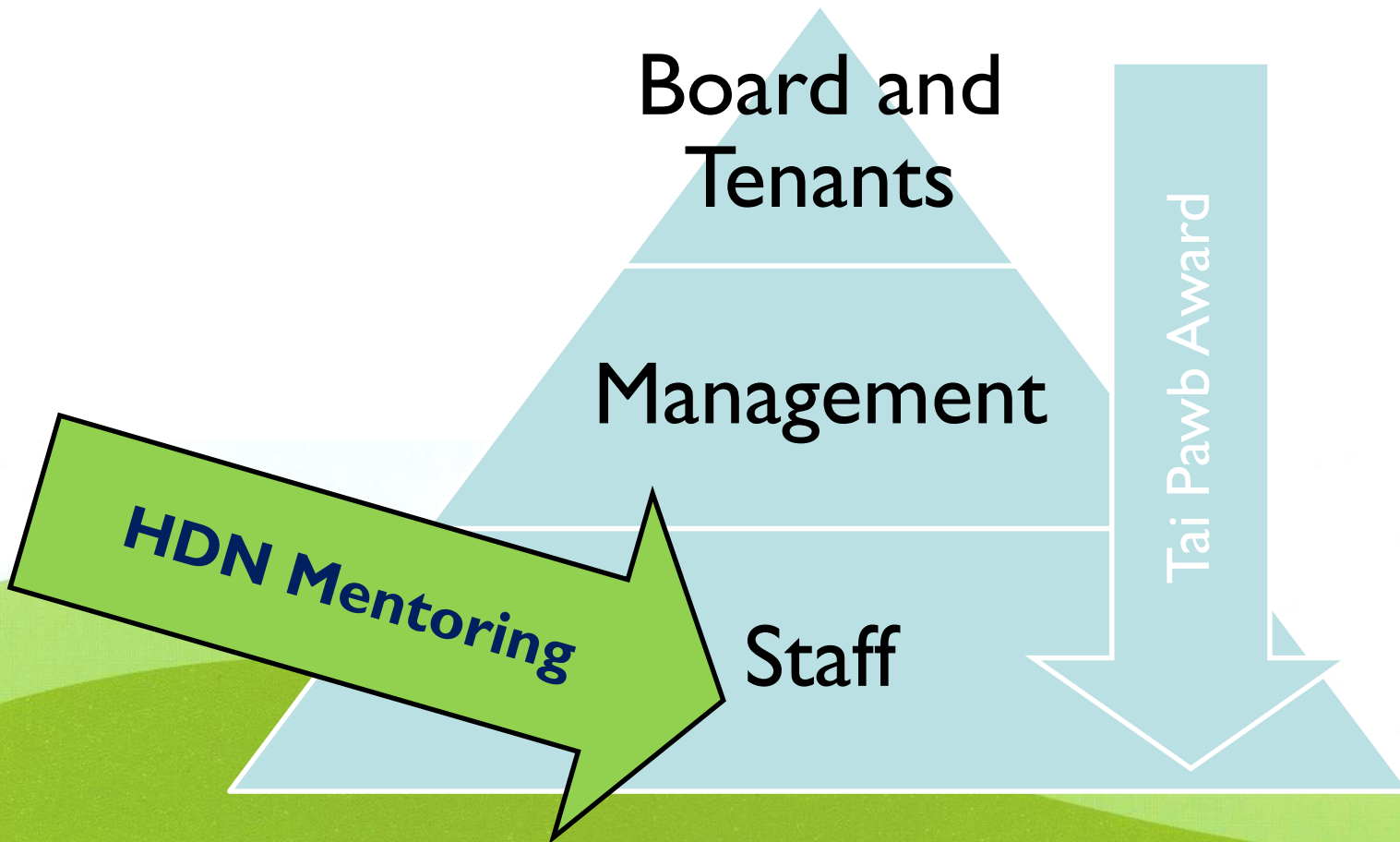
HDN Mentor preparation includes:



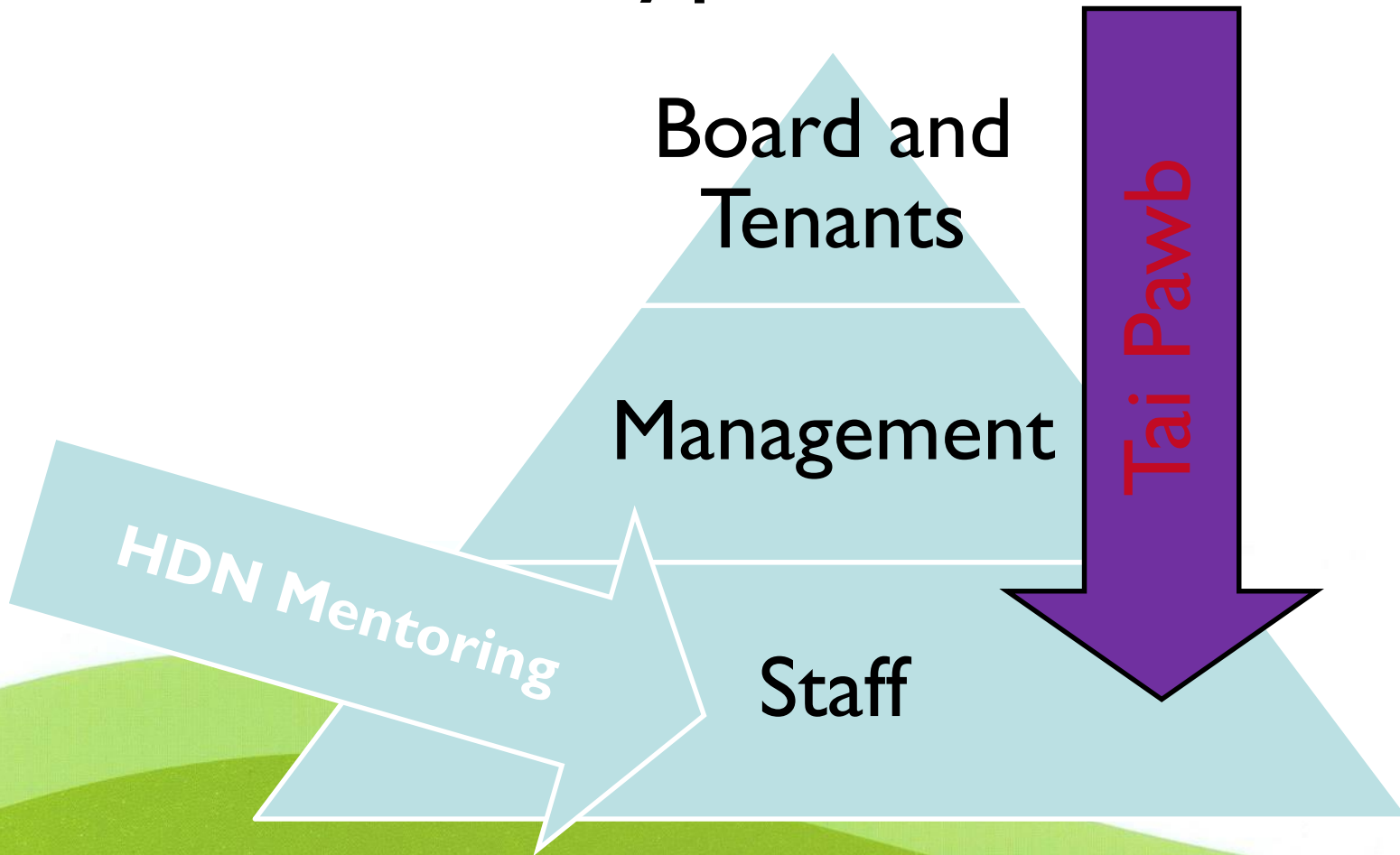
Coaching skills development and
facilitated **Peer support**



HDN works to influence Diversity practice in Sector by impacting individuals across regions



Tai Pawb – works with whole organisation to embed Diversity practice



What staff say about HDN mentoring

“Extremely positive experience. It helped me to achieve what I wanted through the restructure at work and has given me the confidence to look more positively at work and life.”

Staff Mentoring participant 2016

“I think the programme was excellent. It covered a huge variety of subjects and was a valuable experience being able to meet other people from all aspects of Housing and sharing ideas.”

Staff Mentoring participant 2017

“Brilliant work on Leadership and Management as well as self-awareness and discussions around assertiveness”

Staff Mentoring participant 2017

Thanks for Listening - Contact Us

For more detail about how we can help – through membership or our other services, please get in touch.

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