



## What is Mentoring

Mentoring techniques are designed to enable the exploration of needs, motivations, desires, skills and thought processes to assist a mentee in making lasting change in a supportive and non-judgmental environment.

This will facilitate them in critiquing their goals and how best to achieve them by finding creative solutions, and identifying and maximizing opportunities. The focus is on personal development.

This will help develop a motivated, fulfilled and eclectic trainee body.



# Mentoring

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*Improving access to mentoring  
for trainees across the East of  
England...*

## Mentoring in the East of England



*"To support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be."*

*(Parsloe, 1992)*

### Our vision

In the East of England our vision is that mentoring is available for all trainees. The aim is to enable them to not only reach their full potential but beyond.

We are working hard to accelerate the development of schemes as well as supporting those already in existence.

To find out more visit our website at; [www.heeoe.hee.nhs.uk/coaching\\_and\\_mentoring](http://www.heeoe.hee.nhs.uk/coaching_and_mentoring)

### Why mentor?

There are many benefits as a mentor. The satisfaction of seeing your mentee develop and flourish. It's a great opportunity to share your knowledge and experience with others in an earlier stage of their career; you can build upon your skills in communication, education and leadership; network regionally with other colleagues with an interest in trainee support. Finally, you gain a fresh perspective on your own practice, as well as the issues that are really affecting your trainees today.

### How do I get involved?

If you want to get involved either as a mentor or mentee please visit our website where you can find contact details of both National and Regional schemes.

If you know of a scheme which is not on the list please send the details via email and we will ensure it is signposted.

### What if there isn't a scheme for me?

It may be that there is not a suitable scheme in place. If this is the case then we would encourage you to join up with other interested colleagues and set up one yourselves!

It has never been easier to set up a mentoring scheme in the EoE. There is a training package available to train your mentors and all the documents available that are needed to administrate a scheme. If you would like to find out more please contact the HEE EoE Mentoring Team at [mentoring.eoe@hee.nhs.uk](mailto:mentoring.eoe@hee.nhs.uk)

