



## OD Virtual Mentoring

### FAQs on becoming a mentor

We are growing our national OD virtual mentoring network. This is where OD practitioners and those working in change and transformation can access an experienced OD mentor, using a virtual process.

We have a unique opportunity to offer this across health organisations in England using our geographic spread and the experience in our organisations and systems so, for example, someone in Liverpool would be virtually mentoring someone in Cornwall.

#### Why OD Virtual Mentoring?

There is a growing demand for support from people across the country and an unmet need that requires a different solution to traditional methods.

#### What mentoring experience do I need to do the training?

We are looking for people who have **both OD and** mentoring/coaching experience. The training focuses on how to work in the virtual space as a mentor, so you will need to have had successful mentoring relationships where you made a difference to your mentee.

#### What kind of OD experience are you looking for? Does this include qualifications?

OD practitioners come from a range of backgrounds and experience. What is important is the depth and range of this experience. OD qualifications are valuable but are not a prerequisite. You'll need to be in a role with a significant OD focus, and have a track record of successful OD practice. Please explain this in your application.

#### What is the time commitment?

Following the training you will mentor two mentees over a five-month period. Training begins in November 2019 and contracting with the mentees will start in January 2020.

Each mentee will be offered up to three 90-minute sessions which are staggered approximately four to five weeks apart. During this time mentors will also be invited to take part in virtual supervision & development sessions facilitated by Do OD.

Once mentors have completed the virtual mentoring with their mentees, there will be an expectation that they are part of the OD Virtual Mentoring network and have mentees as appropriate – at least one person during the year following training.

In summary, your commitment will be to take part in:

- a virtual briefing session before the training

- the virtual training – three consecutive half days
- one follow-up call with the Do OD team
- three sessions of approx. 90 mins length for each mentee
- development /supervision sessions for the mentors.

### **How will my learning be supported? Is there a forum for mentors to get together and share best practice?**

Supervision and development will be provided, plus access to previous OD virtual mentors. We want to support mentors as much as we can as they work with their mentees and their ongoing learning & development. Part of this will include reflective practice and review by the mentors for their ongoing development and the growth of the OD virtual mentoring network.

### **How will the matching process happen?**

We will be recruiting mentees nationally from across the Do OD network as well as through the regional leadership academies. We will then match mentees with the appropriate mentor who has the most relevant experience and is best placed to support the mentee.

### **What if the mentee is unhappy with the mentoring or there are some issues?**

There is always ongoing support from the Do OD team for both mentors and mentees. Karen (Dumain) and Steph (Foley) are your first port of call for any queries or issues. There are also guides for both mentors and mentees.

### **What is needed from me if I do the OD Virtual Mentoring training?**

- Commit to the training dates in November 2019.
- Mentor two mentees between January – May 2020.
- Take part in ongoing virtual supervision & development sessions.
- Be part of the OD virtual mentoring network as it grows.
- Take on one mentee in the coming year following the training.

### **Will mentors be mentoring across sectors?**

At this stage we are focusing mainly on our internal NHS capability and relevant social care partners. However, we hope to open this up across sectors in the future.

### **How will we share the learning across the OD community?**

We will continue to share the ongoing learning from the OD virtual mentoring network with the OD community via our existing channels and continue to build our NHS OD capability.

### **Any further questions?**

There is a space on the application form if you have any questions not answered here. Alternatively, you can [email us](#).

