

REVERSE MENTORING

A 12-week internal programme in which senior leaders sign up to be mentees and are mentored by more junior individuals to facilitate **non-hierarchical collaborations** and **thinking**, providing vital insights into your organisation's operational policies. It will also **encourage topical discussions** providing invaluable knowledge from a **grass roots perspective** to influence leadership decisions and future strategy.

SPECIFICS:

- 12-week programme (live or virtual)
Up to 20 senior leader mentees cross departmental
- Up to 20 junior mentors cross departmental
- Week 1 - 2: Administration / matching mentors & mentees
- Week 3: Networking session (live or virtual)
- Week 4 - 11: NPW will monitor mentor & mentee relationships throughout and provide an optional drop in session
- Week 4 - 11: 3 x 1-hour mentoring sessions (arranged by the mentor & mentee)
- Week 12: Networking session (live or virtual) All mentees will be encouraged to sign up as mentors in order to pay it forward on the Power Platform (facilitated by NPW)
- T&Cs will be sent to all participants before commencement of the programme

COST

Please email philly@northernpowerwomen.com for further details



BENEFITS:

- Opportunity for your employees to engage with senior leaders who they would not normally interact with
- Connects your workforce with cross departmental senior leaders and junior workforce
- Promotes a positive culture within your organisation of listening Broadens opportunity for career development for junior staff and identification of potential future leaders
- Supports creative and critical thinking within your workforce Reinforces self-development and resilience
- Encourages a pay it forward mentality
- Highlights your organisation's priority for staff development and networking
- Promotes your company brand image both internally across all departments