

Charity Mentors Berkshire - What do Charity Mentors do?

The mentoring offered by Charity Mentors Berkshire focuses on supporting an individual with the aim of improving the performance of not-for-profit organisations.

- Mentors listen well, they reflect on the issues and they make connections between different parts of the narrative. They make an effort to really understand the organisation and how it works. Mentors are excellent sounding boards;
- Mentors bring their own relevant experience to the table. They are knowledgeable and prepared to share information, ideas and experience in an impartial way without taking responsibility for solutions;
- Mentors are 'critical friends': they challenge positively and they encourage and support by offering possible options;
- Mentors act as guides in helping the mentee develop solutions and find the right direction for themselves;
- Mentors are not consultants and they do not give professional advice;
- Mentors act as catalysts for constructive change.

The Charity Mentors Model

Short- term – aiming to be completed in four to five months (with some leeway)

Strategic – focussing on challenges at the strategic level

Specific – clear goals at the outset and clear outcomes at completion

Review Date: 1 April 2022