



Law Society
of Scotland



CELEBRATING MENTORING CONFERENCE
'THE MENTORING EFFECT'



THE LAW SOCIETY OF SCOTLAND,
144 MORRISON STREET, EDINBURGH EH3 8EX



Thursday 24 January 2019

#CelebrateMentoring



AGENDA

Time	Activity
09:00	Refreshments & networking
09:30	Welcome: Pat Armstrong OBE , Chief Executive, ACOSVO
09:40	Keynote speaker: Dr Iain MacRitchie , Founder, MCR Pathways
10:20	“Impact of Mentoring” Discussion session Facilitated by: Joette Thomas , Lead Partner, Animate Consultants Case studies by: Beverley Francis, Thembe McInnes, Jenny Liddell & Lorna Hewitt
11:20	Refreshment break
11:30	Workshop 1: “Advanced Mentoring Skills”, Joette Thomas Workshop 2: “Reflecting & Refreshing Mentoring Relationships”, Beverley Francis & Susan Coull
12:30	Discussion Panel Panel members: Ted Campbell, Beverley Francis, Roz Hinds & Thembe McInnes Chaired by Joette Thomas
13:05	Close: John Mulholland , Vice President, The Law Society Scotland
13:10	Lunch & networking
14:15	Finish



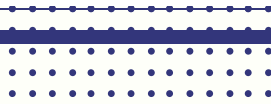
SPEAKER

DR IAIN MACRITCHIE FOUNDER, MCR PATHWAYS



Glasgow born entrepreneur and philanthropist, Iain's career has taken him internationally in the turnaround and transformation of 18 organisations as Chairman or CEO and a trusted adviser to over 100 others. Experienced in leading change in organisations from 50 to 5000 employees and also having led 3 business start-ups, Iain has a particular track record in helping develop successful teams and individuals to realise their full potential. Setting up his Charitable Foundation in Glasgow in 2006, Iain has dedicated 5 years as a fulltime volunteer to lead and develop the transformational MCR Pathways mentoring and talent development programme. With staff now in every secondary school in Glasgow supporting over 1,500 of the most disadvantaged young people each week, the programme is now being embedded within the education system across the country. The plan is to establish MCR as a national model to ensure that young people are defined by their talents and potential and never their circumstances.

 **@idmacritchie**



WORKSHOPS

WORKSHOP 1: ADVANCED MENTORING SKILLS

JOETTE THOMAS, ANIMATE CONSULTING

Learn and experiment with some new 'tools' for use in mentoring relationships. These will include thinking about, and refreshing, our use of questions to strengthen impact – as well as more creative tools, like physical objects to aid story-telling and exploration (and tips for using them!) The workshop will be a blend of theory, and opportunities to practice using some of the methods and frameworks with other mentors. In addition to practical tools, the session is intended to be an inspiring and re-focusing opportunity for you as a mentor.

WORKSHOP 2: REFLECTING AND REFRESHING MENTORING RELATIONSHIPS

BEVERLEY FRANCIS, KIRKMILLAN & SUSAN COULL, COULL COACHING

This workshop will offer the opportunity to take time out to reflect on your mentoring relationship and share experiences across sectors and networks. The session will remind delegates of the importance and value of review. It will provide some guidance and structure to think about how to keep the mentoring relationship "fresh" and valuable for both parties. It will tackle the difficult matter of endings, and help you identify when, as well as how to navigate a positive ending. Most importantly, it will challenge you to think about your own health and wellbeing as a mentor, and encourage you to take steps to seek and build in support for this vital role.



WORKSHOP FACILITATORS & DISCUSSION PANEL

JOETTE THOMAS, LEAD PARTNER, ANIMATE CONSULTING

Joette has worked in human services since 1990, spending several years in senior management and CEO roles.



Having completed an MA in Psychology in 1993, and becoming a Certified Coach in 2004, she is currently interested in the growing field of 'Positive Psychology', and neuroscience, and their applications both in organisations and every-day life. Joette has a Diploma in Organisational Consultancy (2007), and enjoys the opportunities that her work offers to use her training and experience to support people and organisations to flourish. Her key strengths are developing individuals and teams in leadership roles, all aspects of organisational change, developing and delivering training, working with teams in crisis or conflict, group processes.

BEVERLEY FRANCIS, MANAGING DIRECTOR, KIRKMILLAN

Beverley Francis is a well established civil servant in the Scottish Government, currently working in the area of drugs policy. She established Kirkmillan in 2015 to offer a range of consultancy services to the public and third sectors. A mature and resilient leader with extensive public and third sector experience, and strengths in building cross



boundary policy and senior stakeholder connections, Beverley also offers her experience outside of government. Initially embarking on a career in social housing, Beverley brought this professional experience into government in 1998. She mentors in Scottish Government. As an ACOSVO mentor, she has supported many Chief Executives in the third sector, and has facilitated staff, team and organisational development through one to one coaching and away days. She is also an Associate with Bruce Tait and a Trustee with Lifecare Edinburgh.

SUSAN COULL, EXECUTIVE COACH, COULL COACHING

Susan Coull is a qualified Coach from Henley Business School with Executive Accreditation to the Association for Coaching. She has over 30 years Leadership & Management Development experience working across the NHS with people from the grass roots to the board room. She is passionate about working with people and believes our purpose in life is to be all that we can be. This belief comes from Susan’s own personal life journey – experiencing dips in self-belief and confidence at times – she knows how powerful coaching and mentoring can be and has experienced the value of both, helping her own success into various Senior Leadership roles. Susan’s values guide her practice: integrity in everything she does, passionate about people development, excellence to provide best quality in her Coaching and Mentoring practice.





THEMBE MCINNES, LEGAL MANAGER, WHYTE & MACKAY

Thembe leads the legal team at Whyte and Mackay Ltd, having joined the company in 2011. She provides strategic and operational advice, specialising in commercial contracts, to support projects both in the UK and across international jurisdictions. Thembe advises on legal and compliance matters, identifying and managing legal risks to the company's global distribution interests. As well as dealing with the creation and implementation of legal best practice through training and learning development, her role provides advice on the variety of regulatory and governance issues that arise in a fast paced commercial environment. Thembe is Vice Convener and Committee Member of the In-House Lawyers Committee, Commercial Contracts Tutor on the Glasgow University Diploma course, and an experienced mentor for the Law Society of Scotland.



ROZ HINDS, FOUNDER & COACH, THE ARTFUL SIGHT

Roz Hinds is an ICF accredited coach based in Edinburgh, Scotland. She is Founder of The Artful Sight, a coaching and development business, and a mentor for several organisations throughout the UK. During her 20 years in the corporate advertising sector Roz had responsibility for embedding an internal coaching



culture so has seen first hand just how powerful coaching is as a tool in the workplace. She now specialises in the development of female talent and the support of organisational Diversity & Inclusion agendas.

TED CAMPBELL, LEADERSHIP & EXECUTIVE COACH, EXECUTIVE 21

Ted Campbell is a qualified Executive Coach and Mentor with over 16 years' experience in the public and private sectors, and more recently, in the third sector. He works with Chief Executives, Directors and Senior managers and specialises in leadership and transition into new roles. He has now supported dozens of clients to step up their performance as leaders and/or successfully take on a new job! He has also set up Internal Mentoring programmes for organisations including BBC Scotland, Scottish Power and Scottish Water. Ted has a senior management background, predominantly in one of the UK based, Johnson and Johnson companies. In 2001, he set up Executive 21, a professional executive coaching and mentoring practice, and now, a very successful business. He has, also, been a Faculty Member at the London based, Academy of Executive Coaching, Director of the Academy in Scotland, a Team Coach and a Coach Supervisor. He became an ACOSVO mentor in 2018.



Mentoring programme summaries



Established in 2000, ACOSVO is a membership organisation for third sector leaders and senior staff in Scotland. ACOSVO provides third sector leaders with opportunities to inspire, excel and develop through topical events; networking; access to a cross sector 'leadership exchange programme'; a variety of membership benefits and discounted development services which includes; free mentoring, CO 1st 100 days and leader support service, mediation and an interim executive service.

The ACOSVO mentoring programme has been developed in line with the Scottish Mentoring Network Quality Standards. It matches mentees with one of 20 experienced mentors offering members support with key issues, challenges and personal development over a flexible period of time. It enables individuals to reflect on their leadership role in a confidential space, exploring their personal and professional situation and gaining a fresh external perspective from an impartial, non-judgemental mentor. The mentee gains new skills, knowledge and confidence to perform at a higher level and is supported in setting goals to overcome any challenges.

"Mentoring has been just what I've needed – supportive, refreshing, reassuring! it provides a type of space and relationship that I don't have access to in my hectic workplace and has been a great opportunity to 'sense check' many of the things that I've encountered in the role. It's a very special and useful opportunity – so worthwhile!"

- ACOSVO Mentee



ACOSVO | www.acosvo.org.uk | 0131 510 8940



Law Society of Scotland

The Law Society of Scotland is the membership body for Scottish solicitors and our mentoring scheme forms part of our outreach and engagement with solicitors and law students providing career development and support to mentees. Mentoring is a highly effective and practical method of supporting people to develop their careers in the legal profession and we attract solicitors and trainee solicitors to act as volunteer mentors to other solicitors, trainees, law students and graduates. Mentors must complete a day of intensive training prior to their involvement and subsequently attend support and supervision sessions and refresher training.

The scheme's objectives are to: share knowledge and expertise, support mentees with goal setting and career management, provide information about different options and career paths, support mentees in taking responsibility for their own skills and career development. Mentors have advised they have used the skills gained during the training for their own career development in the way they interact with colleagues and others.



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Edinburgh Napier

UNIVERSITY

The Career Mentoring Programme at Edinburgh Napier University is part of a wide range of provision delivered by the Student Futures service. We want to ensure our students and graduates are supported and prepared for successful careers in today's ever-changing labour market and being matched with a career mentor is one opportunity we offer.

The programme is open to 3rd and 4th year students and was designed with the needs of widening participation students in mind. The aim is to enhance social, economic and cultural capital and enable students to prepare for graduate recruitment and a confident transition into graduate level work.

We underpin our programme with Scottish Mentoring Network Quality Standards to ensure we deliver a well-planned, supportive experience for both mentors and students. Evaluation tells us participating students achieve a range of outcomes from their 1:1 mentoring relationships including:

- Exposure to the workplace including shadowing, work experience and placements
- Career clarity through increasing sector, organisational and job knowledge
- Confidence in interacting with professionals and building a professional network
- Self-belief and confidence in their ability to secure graduate level employment

After delivering a successful programme for 10 years, 2019 brings a programme review to ensure our outcomes continue to be aligned with the wider strategic vision for our students.

For more information email CareerMentoring@napier.ac.uk





Renfrewshire Council

Cross Organisational Mentoring: The Cross Organisational Mentoring Programme is a partnership programme which builds on the previous award winning Cross Sector Mentoring Programme, the six partners are: Renfrewshire Council, Inverclyde Council, South Lanarkshire Council, NHS Greater Glasgow and Clyde, Glasgow City Council and West Dunbartonshire Council. The programme builds supportive one to one relationships between senior managers in the partner organisations and sectors. Our diverse pool will enable both mentor and mentee to gain from broader perspectives, practical insights and constructive challenge. The programme offers development in the area of strategic leadership and contributes to collaboration and network building opportunities across the 6 organisations.

Organisational Aims of the programme:

- To support the organisation with their leadership development.
- To support leaders in taking greater responsibility for their development.
- To help identify emerging talent.
- To enable the development of professional relationships and engagement across councils and disciplines.
- To facilitate the sharing of knowledge and expertise between managers and leaders at different stages in their career.

For more information please contact **Josephine Dick**
(josephine.dick@renfrewshire.gov.uk) or **Janice Turnbull**
(Janice.Turnbull@ggc.scot.nhs.uk)



The IoD has invested in the IoD Scotland membership providing a gathering place for members to share best practice. We invite you to join us, develop, get involved and let us work together to make all directors in Scotland from all business, public and third sector communities better at what they do.

IoD Scotland offers a mentoring introduction service which has run successfully for many years. An initial conversation with Caroline Donaldson (Director, Kynesis Coaching) clarifies what the purpose of the mentoring is and then she suggests a potential mentor. Caroline introduces them both and provide some mentoring guidelines to assist the process – it is up to the pair to build the relationship from then!

 @IoD_Scotland | www.iodscotland.com | 0131 557 5488



SCOTTISH COACHING & MENTORING Collaborative



Purpose

To embed the use of a coaching approach across the Scottish Public Service workforce.

Vision

- Build the capability of using a coaching approach across the Scottish Public Service Workforce.
- Add value and contribute to the financial sustainability of Scotland public sector workforce by sharing resources and expertise
- Create a learning network for our organisations, colleagues and ourselves

Strategic Aims

- Provide a progressive pathway to maximise potential
- (3 level approach based on the Scottish Parliaments model)
- Starting out – learning the fundamentals; My Coaching and Mentoring Fundamentals
- Moving on – consolidating competence (Getting the best from coaching and mentoring)
- Building proficiency – Realising and reaching your potential (Consolidating your coaching and mentoring potential)

Our values

- To inspire and champion coaching excellence,
- To advance the coaching profession
- To make a sustainable difference
- To collaborate and share

What we do?

We work collaboratively to provide a wide-reaching and cost-effective approach to coaching and mentoring and help build internal capability.

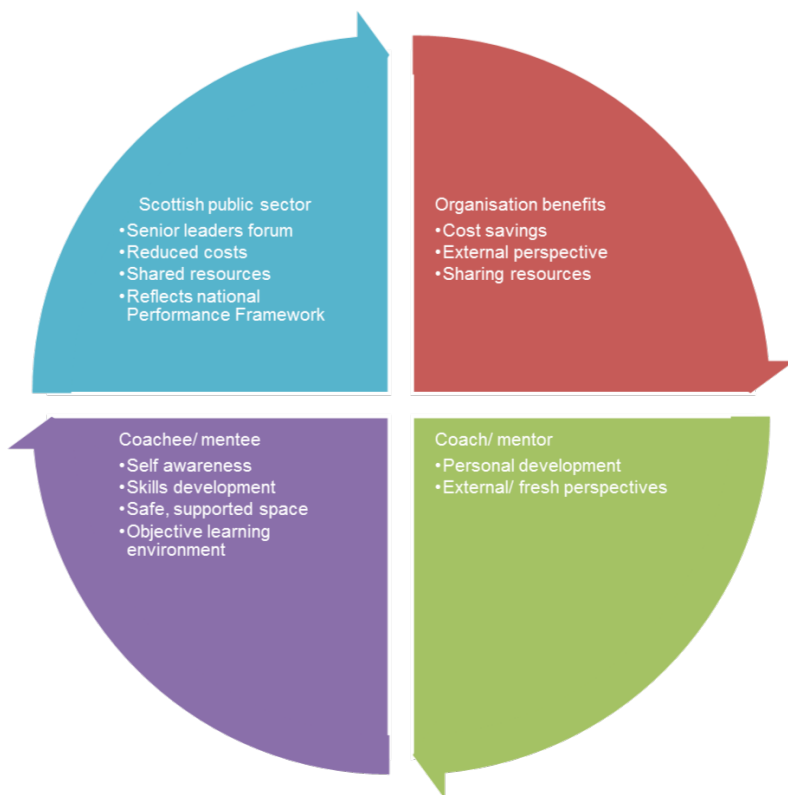
The Scottish Coaching and Mentoring Collaborative is not just about how we coach and mentor internally within our diverse cultures: it's about creating the conditions to share resources, opportunities and experiences and gain broader perspectives across organisational boundaries.



**SCOTTISH
COACHING
& MENTORING**
Collaborative



Why get involved?



For more info, please contact one of the co-chairs –
Jessica Dall Jess.Dall@parliament.scot or Vhairi Todd
Vhairi.Todd@glasgow.gov.uk



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