



WISE in International Humanitarian Logistics is a non-profit organization dedicated to making a positive impact in the lives of those affected by war and natural disasters globally by broadening the scope of logistics and supply-chain expertise for women and thus a diverse perspective to work in the humanitarian field.

<http://wise.uk.net/>

An exceptional opportunity to become a WISE Mentor

WISE is looking for volunteer mentors from humanitarian Logistics & Supply Chain Sector with a variety of professional and life experiences who also have the motivation and interest to help others develop. They must be good communicators willing to give and receive effective feedback that will improve performance. Applications are invited from those still in employment including retired seasoned logisticians who are in support of WISE aims.

Applicants will be interviewed to discuss their readiness and availability to join the programme and attend a preparation/pre-mentors course. The course would be delivered by a consultant to ensure applicants are supported with training before they can start their mentoring role. Applicants will be informed of when and where (the timing of which would have to be agreed with the applicants) to ensure the majority would be able to attend.

The Outcomes from the programme would be:

- Set up a register of mentors and their respective organizations
- Mentors are mentoring at least one individual
- Mentors are modelling best coaching and mentoring practices for others
- Learners' performance improves
- Learners' perspectives and contributions to the organization are both deepened and broadened
- Mentors are encouraging others to become mentors
- Mentors are contributing ideas and suggestions for improving the mentoring programme network

By the end of the programme participants will:

- Have a shared understanding about the mentoring process
- Be able to help define their role as a mentor
- Understand the key relationships and how to maintain boundaries
- Be able to describe each stage of the mentoring relationship
- Understand the core concepts and principles of mentoring

Feel

- Confident about their role as a mentor
- Motivated to develop further

- Aligned with WISE's aim for mentoring

Do

- Acknowledge and build on their existing skills
- Share best practice
- Use the core mentoring skills effectively in a practice situation
- Identify potential benefits and difficulties
- Be able to reflect on their own performance as a mentor
- Develop ideas and techniques for future use.

The mentoring workshop will cover the following areas:

- The respective roles of the mentor line manager
- Managing learners' expectations
- The mentoring life-cycle
- Beginning the relationship: the mentoring 'contract'
- Sustaining the relationships and maintaining commitment
- Listening, questioning and coaching skills
- Managing the meetings
- Giving advice without overwhelming the learner
- Ending the relationship

This will be a one-day course. The workshop will be highly practical and experiential and you will work with a partner to practice the skills and concepts throughout much of the day. You will also receive immediate feedback and be invited to reflect on your own abilities as a mentor.