

Reverse Mentoring Newsletter

Issue 1

Dear colleagues,

I'm so pleased to be writing this introduction and welcome in our first newsletter for you, our reverse mentors. First of many I hope.

On writing we have managed to match around 37 reverse mentor pairs. This is a great achievement. Our first cohort was around 21 pairs across the LLR system. I'm hoping to match a couple more pairs and that should conclude our matching process.



I'm hoping that many of you have now had the opportunity to meet with your mentee. During the peer support network some of you had already started to engage with your mentees and, in the main I was sensing that it was a positive first meeting. Inevitably, there will be ups and downs in the relationship with your mentee but that goes for all working relationships. Hopefully, through your leadership and the resources at your disposal you will be able to work through any hic ups and the journey will be incredibly rewarding for you and of course your mentees.

We will continue to support you throughout your journey. We want to hear about the challenges you face, how you overcame these and some positive stories about the learning that your mentees are gaining. I really look forward to the next peer support meeting when I hope some of our mentors will be sharing knowledge about creating psychological safe spaces for sharing sensitive feelings and thoughts in the context of this type of reverse mentoring relationships.

Lastly, please do feel free to contribute to our newsletter. We would love to hear from you. Tell us of any ideas you have or tools you have used. We welcome anything you would like to contribute. It could be a poignant poem or story. It could be an article you have read and shared with your mentee. No matter how small or big we want your input please.

Thank you

Haseeb Ahmad

Head of Equality, Diversity and Inclusion

Message from Reverse Mentor

Suraiya Hassan was a reverse mentor in our first Cohort and this time is kindly supporting in the delivery of the Programme.

“The reverse mentoring journey is a truly organic process. Don’t become too anxious if you don’t have all the frameworks and outlines for your meetings with your mentee. This will happen automatically as you get to know each other and understand what each of you expect from the process, and you both will share ownership for these meetings.

Remember, no one has walked in your shoes, your lived experience is specific to you. By being gracious enough to share your experience you help shape the next person’s growth and wider understanding.

The reverse mentor peer group is a fabulous resource where you can sound check where you are at and what you are planning. You also get great ideas from your peers for your next steps.

This group and the reverse mentor trainers are able to support you with more complex questions or scenarios you may encounter”.

Suraiya Hassan

Professional Lead for Physiotherapy, CHS & Clinical Placement Expansion Project Lead

Resources for Reverse Mentoring

- [Reverse mentoring resources and links](#)
- [BAMED - Advice for being an ally](#)
- [White Privilege - Unpacking the Invisible](#)
- [Check yourself - The White Privilege Test](#)
- [White Privilege video](#)
- [The LLR Academy website](#)

The Empty Echo

Decision-makers may listen to BAME concerns, but will they act on them? Asha Day, our international recruitment (nursing) matron, examines the recent Public Health England report, the lessons that have been learned, and those that haven’t.

Read the full newsletter: [The Empty Echo newsletter](#)



Michelle Obama - Profiled

Michelle Obama ran a **Mentoring programme** for her interns whilst she was the First Lady at the White House. The Michelle Obama Podcast features a two-part episode that discusses the importance of mentoring relationships.



Also, Michelle has a discussion with her young team members on the rewards and drawbacks of professional life. They also have a conversation about what it's like to be a Black woman in 2020.

You can listen to the Podcast on Spotify, unfortunately it's a subscription only platform.

Click [here](#) to listen to part 1 of the episode.

Click [here](#) to listen to part 2 of the episode.

“We should always have three friends in our lives. One who walks ahead who we look up to and follow; one who walks beside us, who is with us every step of our journey; and then, one who we reach back for and bring along after we've cleared the way.”

Michelle Obama

Peer support meeting dates

- 26th May
- 28th June
- 29th July
- 18th August
- 21st September

Share your feedback with us or contribute to the Newsletter

To share your feedback about the reverse mentoring programme or if you would like to contribute to this newsletter, please contact us:

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