

## Reverse Mentoring Newsletter

### Issue 2

Dear reverse mentors (and mentees),

I hope that this newsletter finds you well and in good spirits. As I write this England have won their semi-final match and are through to the finals. There is much to celebrate for those of us who are England supporters and football fans. For those of you who aren't I am sure there are other good news stories out there which are bringing you cheer. I'd love to hear those.



We are well in to our reverse mentoring programme. We have now run 3 peer support meetings and the attendance has been fantastic. I'm currently mentoring 1 person and have agreed to mentor a second who requires support as she requires additional support. As I so enjoy not only delivering the programme and working with all of you, I also enjoy the process of reverse mentoring someone from a completely different background to me. I hope you are getting as much out of the programme as I am. Indeed the peer support meetings have been absolutely inspirational and I have seen you all grow in to the roles and in confidence. I couldn't have wished for a better group of people to work with and it makes me mighty proud when I hear all of your progress.

Invariably there will always be challenges and points of reflection in a programme such as ours. I feel confident that most people are taking the journey seriously. I think it is really important to remember that our organisations and mentees are privileged to be able to hear your stories, experiences and of course benefit from the knowledge you impart. The more you put in to the programme the greater the impact for us all. I hope you enjoy this newsletter and I look forward to catching up with you at the next peer support meeting.

Thank you  
Haseeb Ahmad  
Head of Equality, Diversity and Inclusion

*"The quintessential mentor is one who shares wisdom and knowledge with the mentee to help improve the mentee."*

### Reverse Mentor some thoughts....

“I have been fortunate to be involved in the Reverse Mentoring Project for the second time as a mentor. I feel that we as an organisation are slowly beginning to make progress towards a shift in culture as I have seen an increase in the numbers of mentors and mentees, which creates a larger network providing support and versatility.

We still have a long way to go, however with continual genuine commitment and priority from all, I am optimistic we can create positive change”

**Gaurav Sharma**  
Team Lead City MSK Physiotherapy  
Direct Access Service

### Reverse Mentor some thoughts....

Joining the RM programme means you’ve taken a huge step towards forming a powerful partnership, it will be a journey of discovery for your mentee and perhaps a journey of re-discovery for you. You will be sharing some of the most vulnerable facets of your life but it is through this sharing of your lived experiences that you’ll be able to influence your mentee into powerful action.

Your experiences can draw attention to where and why changes must be made in your organisation. If you have had two or three meetings now then your mentee has had the opportunity to ‘live’ in your world through your eyes. It’s now time to call your mentee into action to actively use their institutional power to push for change and influence decision making.

**Mariam Dindar**  
Temporary Staffing Coordinator for AHP and A&C  
Leicestershire Partnership NHS Trust

### 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](#)
- [Tips to make reverse mentorship work, from executive coach and personal development advocate Patrice Gordon](#)





**Using reflective model for reverse mentoring**

Reflective Models, sometimes known as frameworks for reflection, encourage a structured process to guide the act of reflection. There is no right model.

Many people find that they learn best from experience. However, if they don't reflect on their experience, and if they don't consciously think about how they could do better next time, it's hard for them to learn anything at all.

[Please click on the link to explore various reflective models](#), hopefully it will aid in your reverse mentoring journey.

**Amman is back with team EDI ! 😊**



Any queries related to Reverse Mentoring  
Please do not hesitate to get in touch with me at:  
[Amman.Attwal@leicspart.nhs.uk](mailto:Amman.Attwal@leicspart.nhs.uk)

**Peer support meeting dates for mentor's**

- 18 August
- 21 September



**Share you feedback with us or contribute to this newsletter**



To share your feedback about the reverse mentoring programme or if you would like to contribute to this newsletter,  
Please contact: [Haseeb.Ahmad@leicspart.nhs.uk](mailto:Haseeb.Ahmad@leicspart.nhs.uk) or  
[Amman.Attwal@leicspart.nhs.uk](mailto:Amman.Attwal@leicspart.nhs.uk)

*“It is not what happens to me that defines me, it is how I respond.....  
I choose to respond persistently, consistently and vigilantly.”*

Our leadership behaviours are:



Valuing one another



Recognising and valuing people's differences



Working together



Taking personal responsibility



Always learning and improving