

## Mentee Case Study – Neil

Our Mentoring Connections programme has been running for just over two years and has around 400 members across Academic and Professional Services staff. We recently ran an evaluation and have heard some stories that we really wanted to share – to celebrate the success and to inspire other people to sign up!

Neil has met his mentor four times so far, and they built instant rapport which meant that the meetings felt relaxed and friendly. He says:

“I firmly believe that everyone should use every opportunity they have to learn from others and this is why I decided to join the Mentoring Connections Programme. Whilst both my mentor and I have similar skills and knowledge, he is at a more advanced level which has been complimentary to the development of my skillset.”

The programme exceeded my initial expectations which were two-fold. Firstly I wanted my mentor to help me acquire information on strategy and different areas of the University and how processes work within them, which cannot be acquired through other channels. This sharing of information by a more senior colleague has been invaluable to me.

From a practical perspective, I wanted to have facilitated introductions to people I wouldn't usually meet in my current role. By meeting and talking to them, this has helped me gain the strategic overview of how and why decisions are made. Both of these tangible objectives have been fully met through the support of my mentor and we are now working on further, more stretching career objectives. I would like to find out more about the financial side of the running of the University, which is not my natural skillset, so this will be more challenging.

I was surprised and impressed at how quick these benefits were achieved, which may be down to the rapport we quickly built at the beginning of the relationship. It has been incredibly helpful and greatly appreciated, and I will continue to maintain links with the people I have been introduced to.”

Neil would also like to mentor others in the future especially those new to the University of Edinburgh, to help individuals looking to understand the Institution. He has already recommended this programme to other colleagues as he has found it really good to be a part of.