



www.cityhindusnetwork.org.uk

CHN Mentoring Scheme Overview

Background

The CHN Mentoring Scheme has been initiated in response to feedback gathered from network members. Our members have indicated a need for informal mentoring opportunities beyond those afforded by their employers. An important part of this feedback highlighted the lack of access to Hindu Senior Professionals in the city who may have direct experience of some of the specific challenges faced by more junior Hindu Professionals. This concern highlights the fact that there are few Senior Hindu Professionals working in the city and compounding this problem is the fact that the existing group of Senior Hindu Professionals do not all have high visibility amongst CHN members, which makes access and connection difficult.

Objectives

CHN Mentoring Scheme has two key objectives:

1. Increase the visibility of Senior Professionals working in the city with the broad aim of promoting and reinforcing an inclusive and diverse culture whereby more Junior Hindu Professionals feel supported and understand what they need to do to be successful
2. Provide CHN network members with confidential access to positive role models to help them address the specific challenges and opportunities they face as advancing to senior levels of the company

What are the challenges?

Corporate Culture:	'Work hard/play hard'. 'Play hard' is not always an inclusive concept when the pub remains the preferred location for out of work socialising. As a result some Junior Hindu Professionals may feel excluded from corporate social networking opportunities.
Positive Role Models:	The lack of mentors and sponsors from Hindu backgrounds contributes to a feeling shared by many that they are at a disadvantage in the leadership/promotion stakes.
Life outside of Work:	Home issues which impact on work can be easier to discuss with others with similar backgrounds to your own as they may have experienced something similar themselves or perhaps be familiar with the issues. Without this outlet, these types of issues can impact career progression, motivation and satisfaction levels.

Approach

This scheme will be a voluntary mentoring scheme for all CHN network members providing them with access to Senior Hindu professionals. It will operate as follows:

- CHN will put together a panel of Mentors and coach them in effective mentoring
- Interested Mentees will send a CV and a short paragraph outlining why they require a Mentor to mentoring@cityhindusnetwork.org.uk
- On the basis of their applications, CHN will endeavour to allocate Mentees to the most suitable Mentor
- All Mentors and Mentees will be sent an email introducing them to their Mentees/Mentor
- Mentees will then contact their Mentor to discuss how best to progress the relationship e.g. via phone calls, e-mails or face-to-face meetings
- Other information including guidance and tips on how to make effective use of this scheme and an explanation of the mechanism for posing questions or asking for advice will be distributed by CHN to Mentees