



Reverse Mentoring at Home Group

The Panel



Ronika Cunningham, Involvement Manager - Mentor

Robin Frame, Facilities Host - Mentor

Megan Connor, Customer Relations Officer - Mentor

Becky Leonard-Dixon, Assistant Involvement Advisor - Mentor

Matt Forrest, Executive Director, Operations - Mentee

Simon Parker, Director of IS - Mentee

Where did it come from?



What is reverse mentoring?



- Traditionally, younger, junior colleagues mentor senior colleagues
- At Home Group LGBT+ colleagues from our employee network 'Pride at Home' mentor allies who are generally more senior colleagues from Partners in Pride
- All of our Executive team are mentored
- Mentors are generally operational colleagues including apprentices but not necessarily younger!

How does it work?



1. Recruit mentors from Pride at Home
2. Match mentors and senior leaders
 - Mentor request
 - Location
 - Development
3. Agree introductory email with mentor
4. Send introductory email and guidelines to the matched pair and leave it with them to arrange meetings
5. Review every 6-12 months
6. Check in with mentors
7. Survey every 12 months

What do mentors get out of it?



- An opportunity to share real lived experience with someone willing and ready to listen and learn
- A chance to challenge stereotypes and raise awareness
- To educate and be part of valuable discussions where mutual learning can take place and be turned into positive action
- It's not just about raising awareness, it's about identifying ways for growth and change
- Opportunity to call senior leaders to action

I love the idea of influencing how we support, recognise and highlight queer brilliance at Home Group, promoting how the queer community make us a better place to work and creating a safer environment for everyone

What do senior leaders get out of it?



- The chance to listen and understand from another's point of view
- To learn and to lead - turning intent into focused, effective action
- To ask the questions I never dared to, having that safe space to talk
- The chance to hear what it's like across Home Group
- A reminder that more needs to be done in society and that we have a responsibility to do more than just listen, we need to take action
- Senior managers have the power to change things and the shadow they cast is so important.

Benefits to Home Group



- We're number 17 in the Stonewall top 100 - reverse mentoring has helped us get here
- Helps us recruit - we have a good reputation
- Promotes understanding and deeper relationships
- Encourages people to be their brilliant selves at work
- Embeds the right attitudes and behaviours into our culture
- Promotes visibility and discussion at all levels which creates an open atmosphere where everybody can be comfortable
- Demonstrates the role we all play in making sure all our colleagues feel at home at Home Group

What do you do differently as a result of your reverse mentoring?



Matt Forrest My appreciation of the importance of positive action has developed.

Becky Leonard-Dixon I challenge more, research more and have gained loads of confidence in working alongside senior colleagues

John Hudson I think more of other's perspective, see things from their view. While many of us may think we do this already, the truth is you can become passive in your support which connecting with a mentor helps to correct.

Mark Henderson I've got my partner's employer to do it!

Top tips



1. Just do it
2. Keep it simple
3. Don't be afraid to ask questions
4. Check in with mentors before they start
5. Review with mentors and mentees regularly (six monthly)
6. Share the learning and promote the benefits

Any questions?

