

## Why Mentor?

We are all conscious that the representation of women at senior levels within the design industry is woefully behind other business sectors. As part of its mission to change this, KTG are launching an exciting, new mentoring programme.

Mentoring is a well recognised and powerful tool that enables people to make connections and allow deep, two way learning. The programme is practical yet not overly structured, offering support where needed but allowing the pairs to make their own schedule. We are keen for our mentors to be as diverse as our vision – so are looking for men and women to sign up.

We are working with The Conversation Space, who have supported the successful DBA Twenty Twenty Mentoring programme. They bring many years of expertise and a true commitment to the issue of ensuring women are supported to reach their potential.

## Your Value

Mentoring is something you've probably all been doing already. It is hard wired into our DNA to help and support others. But how effective have you been as a mentor?

Getting involved in a more formal programme allows you to gain some deeper learning about what great mentoring looks like and how to be a really great mentor.

The opportunity to mentor someone who is outside of your organisation is also a great way to broaden your mentoring skills as it does bring different challenges.

Mentors in other programmes also regularly report a number of key benefits and learning for them:

- Purposeful use of your experience
- Personal development
- Improved conversational skills

## Your Commitment

So what does it take? You're busy, you have a lot of on your plate already. How can you ensure you'll be able to commit to this? KTG Mentoring scheme certainly takes this into account. We ask for three levels of commitment that are tailored to allow for your schedule:

# 01

The first stage is to attending the initial event. This is a two hour session that introduces you to the programme and involves a speed matching session where you will meet potential mentees. You are then required to list a few people you think you would be able to help and we will match you.

**2 hrs**

# 02

We will then ask you to attend a two hour training session to kick off the process. Mentoring is something that you are probably already doing day to day however, this session helps to ensure that you and your mentee will get the most out of your time together.

**2 hrs**

# 03

When you are successfully matched with a mentee, we ask that you make time over the following year to meet with a mentee. The exact scope of this would be defined by the pair, but, as a rule of thumb, we would say every six weeks for an hour/hour and a half.

**1.5hrs per 6 weeks**



For more info or to arrange a quick chat, please email us at:  
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