

# IOSH Mentoring FAQs



## What is IOSH Mentoring?

IOSH Mentoring is a new platform-delivered service to support OSH professionals with their professional development.

It is a service that matches members who need skills or knowledge together with members offering these skills or knowledge.

## What is a platform-delivered service?

A platform is an IT solution that allows people with skills and knowledge (producers) to link together with those who need skills and knowledge (consumers), without the need to engage with an intermediary.

It is becoming an increasingly popular method of providing services in the connected world.

## How has it been developed?

The platform was developed as one of our Global Working pilots commissioned by the Board of Trustees.

The supplier was sourced and then configured their platform to our requirements, before being tested by a cohort of staff and then by a group of existing IOSH mentors who all provided feedback into the form and function of the platform.

The feedback from the initial testers has been incorporated into the platform for release.

## What are the benefits of mentoring?

IOSH Mentoring has been created to support the transfer of skills and knowledge between OSH professionals in a structured and supportive way.

Mentoring is a great way to learn at an agreed pace and allows you to consider your own learning styles. Depending on the support needed, the mentoring relationship can be as long or as short as you need it to be, both for the person receiving the information and for the person giving the information.

Mentoring has been proven to be beneficial to both the mentee and the mentor, and not just from the transfer of knowledge.

Reverse mentoring has also been proven to benefit mentors and mentees. This is where the mentee imparts knowledge and skills to the mentor, and is often focussed on soft skills.

## How do I access the platform?

The platform is accessed through the IOSH website, on the membership pages.

There are guidance videos and a step-by-step process that supports you in setting your user profile.

## Will the mentoring relationships be monitored?

IOSH can monitor all the mentoring relationships that are created.

This allows us to undertake spot-checks to ensure both mentor and mentee are getting what they need.

We will also be able to review relationships should either party let us know that they are not satisfied with the conduct of the other party.

However, the platform has been created to allow OSH professionals to support each other and enter into a mutually supportive and mature business-focussed relationship.

## What will happen if the mentoring relationship doesn't work out?

When a mentor and a mentee sign up to the platform, they can specify the support they can offer and the support they would require.

This allows the mentoring relationship the best chance of success, as there is already a level of understanding between each party.

Of course, we recognise that not all relationships work out, so should either party be dissatisfied, then it is very easy to end the relationship on the platform.

The mentee is then free to search for another mentor to provide them with support.

## What happens if, as a result of some mentoring advice, I take actions that fail?

The advice on offer through IOSH Mentoring must be applied at the sole discretion of the mentee. This is an informal relationship. There is no contract to guarantee that the advice received will 'work'. It is just one part of a suite of advice and guidance that a professional could use to form an opinion or to inform a plan of action.

All advice should be given in good faith and to best ability of the mentor who is providing it. However, there are many, many variables that may mean a course of action works in one situation but not in others.

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## How will you ensure that IOSH mentors don't take on too many mentees?

As administrators of the platform, IOSH can limit the number of mentees a mentor can have. However, we recognise that some mentors have an enormous capacity for helping and we don't want to impose a limit.

We expect that mentors will be realistic with their capacity and manage their own workload and wellbeing and not spread themselves too thinly.

This will require mentors to understand their future capacity, and to have honest conversations with their prospective mentees about the level of support they are able to offer.

Mentors can remove themselves from the searches when they have reached capacity. This helps to limit the number of requests being received and also manages the expectations of the mentee pool.