



Yorkshire Accord
Coaching & Mentoring Scheme

*A Partnership Approach to Creating
Affordable Coaching & Mentoring
Opportunities for Staff*



INFORMATION FOR ORGANISATIONS



ABOUT US

Yorkshire Accord Coaching & Mentoring Scheme is a highly successful and much valued partnership which provides cost effective coaching and mentoring opportunities, and is open to Private, Public and Third sector organisations. It was established in 2000 to encourage collaboration and sharing of best practice, across partner organisations.

"Our partnership is more than just an agreement, we are a community"

OUR AIM

We aim to enable individuals to maximise their own potential leading to a positive impact on organisational performance. Organisations involved work together to create affordable and mutually beneficial cross-organisational coaching & mentoring opportunities. Opportunities are offered in two ways;

1 - By developing a pool of Coaches & Mentors – We provide high quality learning & development support through training, regular ongoing professional development events, and access to coaching supervision to support confident and ethical practice.

2 - Offering 121 coaching & mentoring support to staff – We focus on providing support to individuals and can respond to a broad range of potential professional learning and development agendas, with the aim of bringing positive benefits to the organisations involved.

OUR PARTNERS



FEES & COMMITMENT

Yorkshire Accord is a self-funded not-for-profit scheme and each of the organisations involved pays an annual contribution of £2200 which supports the training, management, coordination and support of the scheme and its participants.

There is an additional time investment to be made and each of our partners needs to nominate an Organisational Coordinator. This is somebody who works within the organisation who manage internal recruitment and someone who will be a point of contact for staff who choose to participate.

MANAGEMENT & COORDINATION

Our externally appointed Scheme Leader oversees the majority of our management process and maintains communications with organisations and participants.

We also appoint have a Coaching & Mentoring Practice Lead who provides training and ongoing support and supervision to our network of Coach/Mentors.

The following services are included within the organisational annual contribution.

- Branded documentation & marketing material
- Coordination of the matching process
- Monitoring & support for coaching & mentoring pairs
- 2 day initial training course for coach/mentors
- 2 hrs briefing events for coachee/mentees
- A series of Coach/Mentor development events
- Access to ad hoc coaching supervision as required
- Scheme evaluation

ANNUAL ACTIVITIES

Scheme
ANNUAL ACTIVITIES

RECRUITMENT
There are two intakes a year
Intake 1 is for Coach/Mentors (12 month commitment)
Intake 2 & 3 is for Coachee/Mentee (6 month commitment)
There are 5 place are available per organisation at each intake
October & April

MATCHING
The management committee ratify proposed pairs and applicants receive confirmation of their place.
December & June

INITIAL TRAINING
Training events take place for Coach/Mentors & Coachee/Mentees.
December/January & July

PAIRS PROGRESS
Pairs arrange their first meetings, establish expectations and agree a contract of working.
January & July

MONITORING & SUPPORT
Pairs are supported for 6 months. The project leader maintains contact with participants and deals with any issues which may arise.
Ongoing

COACH/MENTOR DEVELOPMENT
We run a variety of development events each year and coaching supervision is available as and when required.
March, July, & November

END OF SCHEME EVALUATION
We collect formal feedback on participants experiences of our process, the relationship, its benefits and impact.
August & February

FEEDBACK FROM PARTICIPANTS

Coach/Mentors



"I'm so glad I did it. It is very empowering to give ourselves and others time in a such a busy world. One of the best things I have been involved with in my working life of 37 years!"

"I'm now aware of what Coaching & Mentoring is and how helpful it can be: and am enthused about it"

"The scheme is beneficial and offers developmental opportunities which may not normally be available to employees in difficult economic climates"

Coachee/Mentees

"I doubt I would be in my current positive frame of mind with the consequential positive impact on my team and others across my organisation without the help of my mentor. I highly recommend the scheme"

"It has given both the confidence and determination to introduce changes at work, which subsequently have had a beneficial effect in my department's performance. It has helped to clarify my thinking around my future career"

"I have found the scheme to be an excellent vehicle for self-development and it has presented opportunities over and above my expectations"



CONTACT US

We would welcome the opportunity to meet you and tell you more about what we do and explain how you could get involved. For more information please contact any of the following people who will be happy to answer any questions you may have about the partnership.

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