



The Power of Mentoring

Agenda

Introduction to ACE Emerging Professionals North West

Idris Faily, WSP

The uniqueness of the mentor-mentee relationship

Jordan McGlacken, WSP and John Kemp, Kroll

Mentoring at AFBE-UK

Dr Femi Omoniyi, AFBE-UK

Reverse Mentoring: ACE and Curtins pilot

Rebecca King and Nushma Juwaheer, Curtins

Q&As

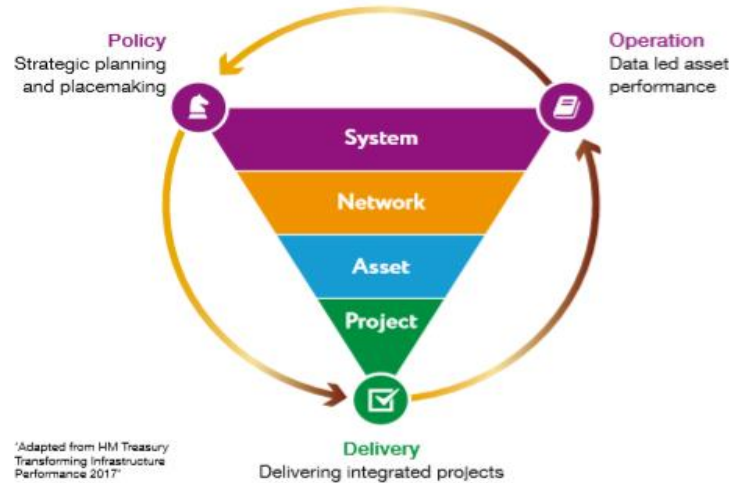
Housekeeping

- This webinar is best experienced through headphones which will cut out the background noise.
- To ask questions please go to “**questions**” in your control panel (the sidebar with the controls to the right of your screen). We’ll try and answer as many as possible, but don’t worry we’ll also answer any others we haven’t had time to cover after the webinar.
- Don’t worry if you miss anything we will be uploading this to our website in the next few days, so if you want to listen again to us you can!

Future of Consultancy overview

ACE's Future of Consultancy campaign is built around a vision for a new role for engineering consultancy – a technical client partner who can unlock value from physical infrastructure and its digital twin.

The campaign looks to a future where consultancy businesses deliver this role not just at the project level but for whole networks; supporting project delivery, strategic planning and operations.



But what does the Future of Consultancy mean for the Future of the Workplace?

ACE's Emerging Professionals Group has been tasked with exploring these issues and identifying action to be taken forward as part of the FoC campaign.

Future of the Workplace

The word 'workplace means something different to almost every person we've spoken to.

When asked what the future of the workplace should look and be like, there is the physical workplace but also the cultural, behavioural and roles that would be required in the Future.

At first, we set off trying to define the perfect company, but this isn't possible for every ACE member.

Instead, we focused on job families and characteristics that would enable Emerging Professionals to thrive.





Jordan McGlacken
Assistant Engineer
WSP



John Kemp
Senior Vice President
Kroll



The uniqueness of the
mentor-mentee relationship



RECLAIM

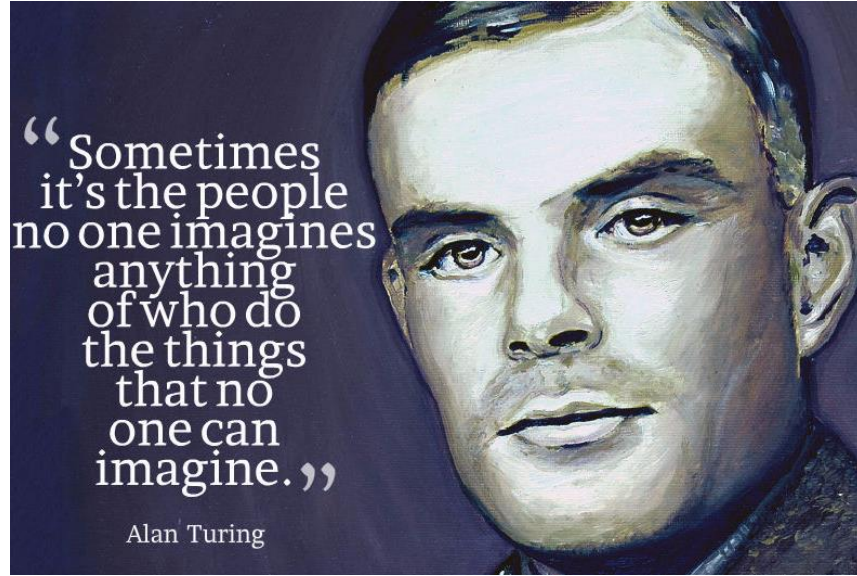




✓ is a BRAIN
to PICK
an EAR to
LISTEN
and a
PUSH







"A lot of people have gone further than they thought they could because someone else thought they could."

NO MORE "I' LL DO IT TOMORROW."
NO MORE "BUTS ..."
NO MORE "I CAN' T."
NO MORE "IT' S TOO HARD."
NO MORE "I' M TOO TIRED."
NO MORE "WAITING FOR IT TO GET EASIER."
NO MORE "PUTTING IT OFF"
NO MORE "I DON' T HAVE ENOUGH MONEY."
NO MORE "I' M NOT GOOD ENOUGH."
NO MORE "I WOULD IF I...." @motivation??

OYSY



Dr Femi Omoniyi
Executive Board Member
AFBE-UK



Mentoring at AFBE-UK

Who we are

- Founded in 2007.
- A registered not-for-profit organisation.
- Reach of over 1000 engineers of all ethnicities across the UK.
- Not exclusive to ethnic minorities.



AFBE-UK Programmes



Making Engineering Hot



Transition



Real Projects



RoundTable



Mentoring

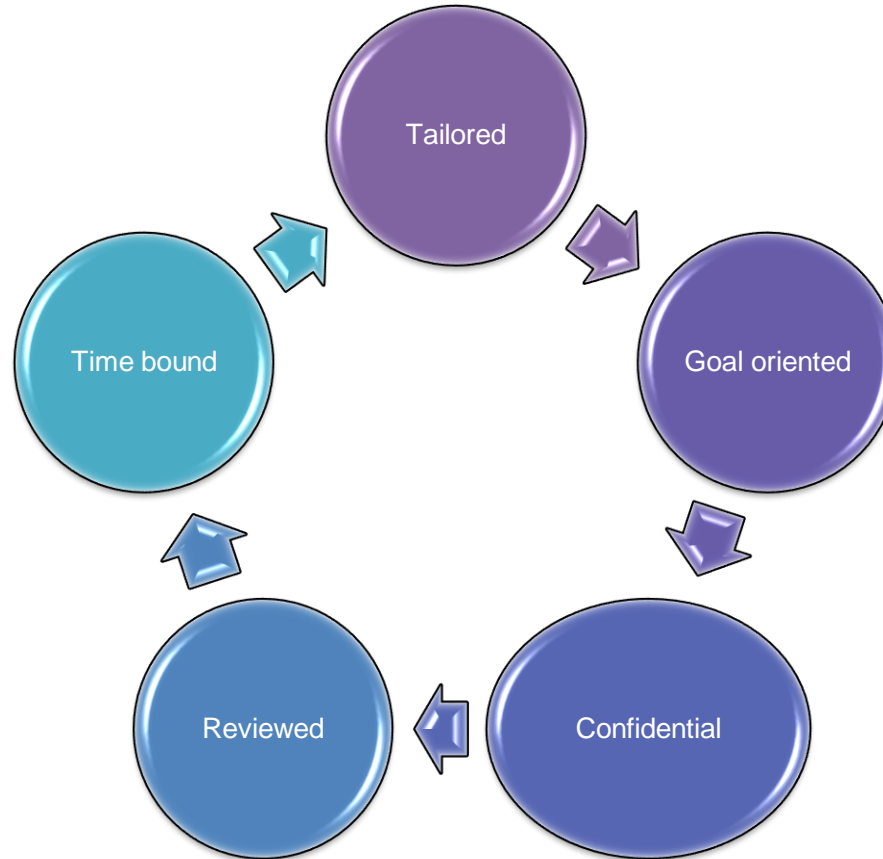


Research and Consultancy

Mentoring at AFBE-UK

“Mentoring is more than just a listening ear or someone pointing the finger; it’s a focused, time bound and proactive development activity and relationship where one person shares their knowledge, skills and experience to assist others to progress in their own lives and careers. The relationship thrives on the mentee taking active responsibility for his/her own learning and development, and the mentor serving as a facilitator of that growth.”

Mentoring at AFBE-UK



Mentoring at AFBE-UK

Goal	Reality	Options	Will
<ul style="list-style-type: none">• Establish the Goal• S.M.A.R.T- Specific, Measurable, Attainable, Realistic and Time Bound	<ul style="list-style-type: none">• Examine the Current Reality• The true situation <u>must</u> be understood before setting targets; to ensure that set targets are realistic and attainable.	<ul style="list-style-type: none">• Explore the options:• Establish possible outcomes, barriers• Understand the required inputs and support needed for the explored options.	<ul style="list-style-type: none">• Establish the Will:• The mentor and mentee agree on the way forward including timescales and review points

Here is Ally Mamgain



Throughout the job hunt, my mentor constantly reminded me that we were not aiming to obtain one job offer but at least two! Leaping at the first job offer was not an option but rather having two job offers to choose from was the aspiration. This truly reflected that the aim of AFBE was not to help me find any job but to help me secure the best possible option for my career.

Meet Shamul and Milena



I'm puzzled as to why its taken this long to get a job.
Thank you for the mentoring.
I can't believe it happened!

I got the placement! Thank you
so much for your support.

Real life Mentors



- Felix Ahatty (Tunnel Ventilation Engineer) – mentored and secured a job for his mentee in Cross rail.



- Dr Safia Barikzai - School of Engineering Employability Lead and Enterprise Champion, South Bank University.

Safia Barikzai • 1st

School of Engineering Employability Lead and Enterprise Champion

London, Greater London, United Kingdom

AFBE-UK Mentoring Teams



Demi Ademuyewo
Project Manager, Siemens
Mentoring Lead- England



Rahman Mustapha MEng, CEng
Scrum Master, NatWest group



Femi Omoniyi PhD
Process Engineer, NPL



Ibim Diri
Geophysicist, Total
Mentoring Lead, Scotland

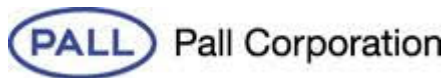


Chidi Okenwa
Petroleum engineer, Equinor



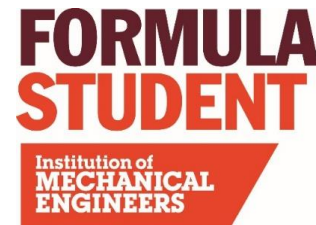
Dennis Pinto
Managing Director, D
Caledonian flow systems

Some of our sponsors and partners



MAYOR OF LONDON

ARUP



Balfour Beatty



Bloomberg



Thank you



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Contact us

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info@afbe.org.uk



Rebecca King
Head of Learning and Development
Curtins



Nushma Juwaheer
Structural Engineer
Curtins



Reverse Mentoring: ACE and Curtins Pilot

ACE Reverse Mentoring pilot – background & drivers

“Reverse mentoring is the concept of turning the traditional mentoring model on its head where experienced colleagues are mentored by members of staff from either a younger generation, background or experience.”

- Recognised business challenges across consultancy and wider engineering industry.
- Inspired by the success of company-wide reverse mentoring schemes at a number of ACE's predominately larger member companies, the ACE Emerging Professionals (previously Progress Network) posed the idea of a cross-company pilot open to all members, no matter their size.
- A nine month pilot was agreed to match up 22 individuals into 11 in-company pairings.

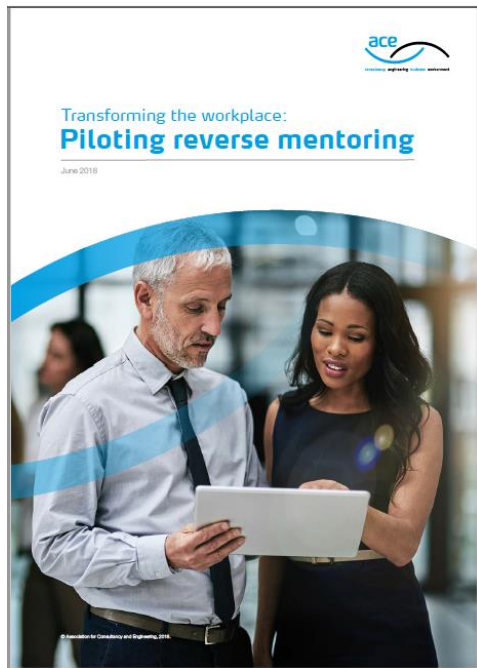
ACE Reverse Mentoring pilot - structure

The agreed aim of pilot was to focus on bridging the technological gap between junior and senior employees, as this was a unifying theme that would run throughout all participant companies, regardless of size.

Considerations feeding into the pilot structure and supplementary guidance produced were:

- How technology could improve personal and business productivity
- Proposed mentoring session structure and pre-determined pilot stages
- Specific technology which could be addressed by the pilot
- The role of reverse mentoring in tackling unconscious bias
- Feedback on experience
- Participant driven pre-pilot questions to assess pilot outputs

ACE Reverse Mentoring pilot - outcomes



- Increasing technological understanding
- Understanding of company
- Building personal skills
- Overcoming challenges
- Tackling Unconscious Bias
- WhatsApp as a Communication Tool
- All participant companies continuing reverse mentoring in some form

Curtins Reverse Mentoring programme

Bespoke approach based on ACE pilot

- Board buy in
- Cohort of seven senior managers including the CEO paired with early career staff members to act as their Mentors
- Nine month programme duration
- Open application across whole business unrestricted to geographical location, job role or level
- Application used as pairing framework



Curtins Reverse Mentoring programme - structure



- Broad overarching topic areas of **innovation** and **change**
- Aligned with ACE recommendations around mentoring session structure and pre-determined pilot stages
- Launch workshop to define pilot programme, introduce mentors to mentees and collaboratively agree expectations
- Mid-Point Workshop to clarify focus for pairings and wider business outcomes as well as personal objectives
- Feedback on experience – created robust data collation at pre-determined stages

Curtins Reverse Mentoring programme - outcomes

- Themes defined across 5 core areas and supplementary working groups:

Work Life Balance
Knowledge Sharing
Career Progression
Inclusion
Environmental

- Talent retention and engagement
- Further flatten the business structure
- Deeper understanding of workforce DNA and drivers
- Personal objective achievement across all participants

Curtins Reverse Mentoring programme

My experience of Reverse Mentoring as a mentor

Paired with a Technical Director, Bristol office

Launch Workshop:

- Set out and defined expectations
- Identified three initial topic areas;
 - Team Efficiency & Motivation
 - Carbon Reduction
 - Technology
- Monthly one-to-one meetings
- Flexible Working Practices

Curtins Reverse Mentoring programme

My experience of Reverse Mentoring as a mentor

Mid Point Session

- Core themes identified:
 - Work life Balance – Health and Wellbeing
 - Environmental

Personal Reflections

- Learning from Peers
- Enriching experience
- Relationship with mentee
- Personal Development Opportunity

Questions

Thank you!