**The Leadership Academy**

As a highly competitive year-long practical programme, the Leadership Academy strives to create the leaders of tomorrow, through a personalised approach to leadership and professional training. The mentoring programme, as part of the Leadership Academy, is fundamental to the continued success of the course. The Academy is made up of a number of components for student leaders, including interactive workshops, guest speaker series, discussion groups such as book clubs and think tanks, drop-in sessions, a two-day leadership training residential, personalised mentoring from Durham alumni and partners and monthly newsletters with signposting to leadership opportunities.

**Commitment to Mentoring**

Mentoring would involve meeting (online or in person) your mentee at least once every 6 weeks from the start of term in Autumn to the end of the Summer term, plus the opportunity to take part in our virtual talks programme, forums and a networking event with all students and mentors. In our programme, the role of the mentor is to assist the mentee with:

* **Personal development:** Looking at what your mentee may need to develop or strengthen, to achieve their own personal goals. This could include being more globally or socially aware, improving their communication skills, developing their confidence, etc.
* **Development as leaders:** Creating goals for the teams that your mentee leads, understanding how to communicate these goals so that they are adopted and understood, knowing their team culture, and learning how to manage conflict.
* **Future and careers:** Understanding how to build a portfolio of evidence of your mentee’s strengths to use when applying for future jobs. Knowing how they are communicating, how are they preparing, and what they should be looking at to guide them.

**Mentoring Agreement**

As a mentor you have the opportunity to support your mentee in their personal development, providing the opportunity to hone their skills, and progress as leaders. Being part of the mentoring programme is entirely voluntary, but it is an important commitment for both mentor and mentee, which is beneficial to both parties involved.

The majority of the partnership will be focussed on development opportunities and activities, and you will agree the aims of this partnership with your mentee at the beginning, signing a Mentoring Agreement document, which sets out the following expectations:

* Focus of the partnership
* Roles of the mentor and mentee
* Frequency and length of your meetings together
* How often you will contact each other
* As a mentor, you will agree to give honest and constructive feedback to the mentee
* The mentee agrees to be receptive to any feedback given
* Above all, the content you discuss in these meetings will remain confidential

Please find attached to email our Mentoring Agreement

**Benefits of Mentoring**

The benefits of mentoring are extensive, both to the mentor and the mentee in a number of ways. Below are just some of the ways in which our mentors and mentees have benefitted through being a part of the Mentoring Programme:

* As a mentor, it creates a direct link back to Durham University, allowing for greater engagement with the University, with some mentors taking up seats on the University Council, taking part in the guest speaker series, engaging with students and getting involved with fundraising events
* Collaboration is at the heart of the Leadership Academy, creating a platform for collaborating between mentors and mentees, sharing knowledge, developing skills, providing a soundboard for both parties, and progressing as leaders
* Being a mentor provides direct access to Durham students, who are the leaders and consumers of the future
* As part of the Mentoring Programme, mentors have access to a wide range of interactive workshops, guest speaker series, discussion groups such as book clubs and think tanks, and an in person networking event
* Our mentors are part of a growing alumni and partner network at Durham, providing opportunities for mentors to connect with others in the programme

**Previous Talks**

As part of the Leadership Academy, we host a number of talks throughout the year. Previous talks have included speakers such as [Sarah Castle](https://www.youtube.com/watch?v=dQveJC09jnQ&list=PL1zMD_kTXdjyGAu4_Q1Yve7S8UOW8ThR8&index=9), Official Solicitor and Public Trustee of the UK, [Phil de Glanville](https://www.youtube.com/watch?v=UHhXlF_8-PU&list=PL1zMD_kTXdjyGAu4_Q1Yve7S8UOW8ThR8&index=10), Durham alumnus and former England Rugby player, and [Tim O’Gorman](https://www.youtube.com/watch?v=KDl2-xlGS9o&list=PL1zMD_kTXdjyGAu4_Q1Yve7S8UOW8ThR8&index=2), former professional cricketer and Chair of the Cricket Discipline Commission.

**Our Mentors**

Mentors are at the heart of the Leadership Programme, and as Durham alumni and partners of Durham University, they know the unique benefits of a Durham degree. As a mentor, you will provide personalised mentoring to a student who is part of the Leadership Academy, matched to them based upon your own experience and expertise. Mentors provide support to mentees across a number of key areas, including personal growth as a responsible and ethical member of the Durham University community, developing as a student leader, and preparing for a career after leaving Durham. Mentors also provide guidance on leading a team in whatever context the student is working, whether that is a university club, society, college exec or professional capacity, helping to develop important graduate attributes with their mentee, strengthening their skill set and employability.

Our current mentors are from many different sectors, some of which have been part of the Mentoring Programme for over 10 years. You could be part of this growing alumni network, which includes:

* Sarah Castle – the Official Solicitor and Public Trustee of the UK
* David Sproxton - one of the co-founders of Aardman Animations
* Taz Phiri – Humanitarian Specialist for UNICEF
* Sophie Hoskins- Olympic Gold Medallist in Rowing
* Sir Clive Johnstone-  Vice Admiral of the Royal Navy and Commander of NATO Maritime Command
* James Close - Head of Climate Change at NatWest
* Jonathan Mortimer - Director of Deloitte Australia
* Madeleine Ridout - Orchestra Manager for the English National Opera
* Maali Quasem Khader - CEO of Middle East Institute of Directors and Founder and CEO of Schema
* Robin Fieth - CEO for Building Societies Association

**Testimonials**

“Thank you so much for everything you have done and are doing to make the programme what it is… from maintaining mentor relationships, matching us so well, and giving us so many opportunities for learning and development”

* **Keishia Quijano - Student on the Leadership Academy in 2020. Her mentor was Robin Fieth, Chief Executive of the Building Societies Association**

“It has, sincerely, been a highlight of my final year and I am only half joking when I say I have probably learnt more from it than my academic studies this year (don't tell my department...!). In particular, the mentoring relationship with Mike Webb has been (and will continue to be) invaluable going forward. From a professionalism and value-for-money perspective I would say it has been the best delivered part of my Durham experience.”

* **James Plaut - Student on the Leadership Academy in 2020. His mentor was Mike Webb, Chief Executive of Rathbone Unit Trust Management**

“The programme has been a significant part of my development during my time at Durham. I would recommend it to any student who, like myself, has high hopes for the future, and is seeking invaluable guidance in bringing these visions to reality.”

* **Erin Waks – Student on the Leadership Academy in 2020. Her mentor was Stephen Tunnicliffe, Senior Vice President of Global Sales at ST Engineering iDirect**

“Thank you and your team for organising such a wonderful weekend. I feel that I genuinely learned a lot about both leadership and networking as well as myself. I also thoroughly enjoyed experiencing Army leadership culture.”

* **Anyalemma Igwe - Student on the Leadership Academy in 2020. His mentor was Sir Clive Johnstone KBE CE, Vice Admiral of the Royal Navy and Commander of NATO Maritime Command**

“The Academy has taught me that leadership isn’t about one person. It’s about channelling direction and the necessary skills so that communities and groups can achieve their purposes. As I prepare to leave Durham, this is something that will be essential to my future experiences. In summary, the Academy is a meticulously thought out programme – like no other development programme I’ve been a part of.”

* **Leo Harris – Student on the Leadership Academy in 2020. His mentor was Liz White, Head of Public Engagement at the British Library.**

**Becoming a Mentor**

If you would like to become a Mentor as part of the Leadership Academy at Durham University, please contact Chantelle Cumming, Leadership and Laidlaw Senior Manager at [chantelle.cumming@durham.ac.uk](mailto:chantelle.cumming@durham.ac.uk)