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MENTORING PROGRAMME

Thank you for looking into becoming a Keystone Trust Mentor. This programme is important to help our students become the best they can be.

What is Mentoring?

Mentoring is a relationship focused on supporting the growth and development of a Keystone Student. The mentor walks alongside the student and becomes a source of wisdom, teaching, and support.

"Mentors can help to hold a mirror up to see how people perceive you and where you could round out your skills. Having good personal and professional mentors can help to reaffirm your value in what you are trying to do."

- Samantha Sharif, chief executive of Aviation New Zealand.

Why is Mentoring Important?

Research confirms what most people already know: many students enter university with little understanding of the complex landscape of higher education or how different philosophies drive expectations for academic excellence and ideal career pathways. This is where effective mentoring comes in to play.

Mentoring is important, not only because of the knowledge and skills students can learn from mentors, but also because mentoring provides professional socialization and personal support to facilitate success in university and beyond. Quality mentoring greatly enhances students' chances for success.



How does Mentoring Work?

Mentoring is a professional partnership, where the industry mentor will assist the Keystone Trust student (mentee) in developing their knowledge that will enhance and support their professional, personal and career growth.

The partnership should be viewed as a relationship rather than a direct sponsor activity. It should be a safe, non-judgmental relationship that facilitates a wide range of learning from experience, guidance and development. The relationship should be driven primarily by the mentee, in order for the mentee to take responsibility for his/her own development.

The mentor acts as a guide, supporter, sounding board and a positive role model. This will create a confidential partnership between the two.

"The purpose of mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be"

- Eric Parsloe

What do you need to know about becoming a Mentor?

Becoming a Keystone mentor is open to anyone within the Keystone family. The programme will be conducted as one-to-one mentoring.

Mentors need to be:

- Empathetic
- Open minded
- Flexible about the best way of approaching things
- Willing to challenge and be challenged
- Willing to talk opening and honestly with their mentee
- Approachable

Mentors need to:

Listen and act as a sounding board for the mentee.

Question the mentee's plans, goals, and aspirations with respect.

Offer constructive criticism of the mentee's choices and behavior.

Provide support and encouragement,.

Model good behavior, ethics, and values.

Push the mentee beyond the comfortable; challenging the mentee to excel.

Encourage independent thinking and decision-making.

Confidentiality is the cornerstone of a healthy mentoring partnership. It is vital that both parties gain trust and feel able to talk honestly and openly, safe in the knowledge that what they say will not be repeated without agreement.

The mentor and mentee will complete a mentoring agreement at their first meeting, this will contain their objectives and goals for their mentor-mentee relationship.

Safety Checks

Please note that as a volunteer mentor you understand that you will be subject to Mentor safety checks, which will be done consistently, without exceptions. This may include police vetting, which you will be expected to give your consent to.



"You must reach up to gain knowledge from those above you, and never forget to pay it forward to those that follow after you"

Again, thank you for looking into becoming a Keystone Trust Mentor. We look forward to hearing from you.



Contact us: info@keystonetrust.org.nz

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