

TESTIMONIAL

Peer Mentoring Project 2013/2014

The Peer Mentoring project has been very good for my personal development in a number of areas and the way I approach a session has changed drastically from when I began.

It has taught me that if a genuine problem exists within an organisation then if this is discussed along the frameworks provided by the GROW, GROWTH and RIGGAR models then it is possible to come up with creative and unexpected solutions that can really move along even a moribund or dead project/ group/ idea. Actually working with mentees in sessions has given me the confidence and ability to be able to steer towards a solution through understanding what it is that the mentee requires. In the beginning I felt I had to stick rigidly to the formula but now I see the formula as merely a supporting framework which can be adapted to individual needs.

As a mentor I find that listening to the mentee is key to the whole process followed by using personal experience and knowledge to suggest possible solutions and actions. I have found that it is best to let the mentee guide the process as often they already know the solution. This I now have the confidence to do and it is a good feeling when positive results come from a session.

I would like to thank **Somanah Achadoo & Maureen Brewster** for inviting me to be part of this project as it has been pivotal in helping me develop personal confidence in my ability to make a positive difference to any situation. I will continue mentoring and hope very much to be involved in the next stage.

Celia Potterton