



Mentee information pack



**HARGREAVES
LANSDOWN**



Warm Greetings,

Our mission statement (RISE) is Recognising Individual Success and Efforts within our community. Our aim to highlight and promote the progress of those susceptible to the lack of support within the mainstream of our City. To that, we have put together a mentoring program to address the needs of the disproportionate representation of people especially, our young people within our community.

In light of the current global pandemic with COVID-19, this year's awards ceremony has been postponed to 2021. This has not stopped us from keeping in touch with the needs of our African heritage community people, and we are very excited to announce the next phase of Rise.

The Rise2inspire mentoring program will give individuals the opportunity to be inspired to pursue their dreams and ambitions. It is a powerful personal development and empowerment tool from which our mentees can gain invaluable guidance through direction, advice, criticism, and suggestions. They will be working with and learning from past Rise Award winners, who are successful business owners, entrepreneurs and valuable members of the Black community.

What is the Rise2inspire program

The program is based on a 6-month (monthly) initial relationship which can continue for up to 12 months if both parties are in agreement. All mentors are selected from previous Rise Awards winners, and this is a personal and business development opportunity. We recognise the value that having a mentor especially in your chosen field can provide any aspiring mentee, and this is a way to elevate members of the community towards increasing their net worth. All the mentors are from the business, corporate, creative, entrepreneurial and community led organisations. The program will offer new leadership opportunities and continuity



Why do we feel there is a need for the program?

There are so many aspiring business individuals and entrepreneurs amongst the Black community who do not get a chance or the support to be able to explore and full fill their potential. Although there is a high percentage of business start up's in the the Black communities, there is equally a high rate of businesses that do not survive. The Rise2inspire program will give those individuals a fighting chance to develop and sustain their future aspirations. Through the exposure to new ideas and ways of thinking, advise on developing strengths and overcoming weaknesses, As well as guidance on professional development and advancement. The value of having a mentor to an individual can be life changing.

What makes this program different from the other mentoring schemes?

The mentors selected are already successful in their own chosen careers and creative paths. They are from the Black and Brown communities of Bristol and will be able to share not only their invaluable professional experience, but shared their common lived experience with their mentee.

What we are hoping to achieve?

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How is it going to work and what would my commitment be?

The Rise2inspire program will be launched on 14th January 2021 at an online event. The application process will be then open for potential mentees to apply. We will conduct an initial shortlist for consultation with the mentors, where we will match them with the most appropriate mentee. From there, a meeting will be set up (virtually) with the mentor / mentee to determine if the relationship between mentor and mentee are suited. Once teamed, a min of 1 hour per month (you can allocate more time if both parties agree) over 6 months will be expected to be completed (this can continue to a further 6 months if agreed by both parties).

When will the programme begin?

The aim is to launch the programme on 14th January 2021, and the mentor/mentee relationship commence in March 2021.

How will the meetings be conducted?

During the pandemic, the majority of the meetings will be conducted online, or where and when safe to do so, conducted in person.

What support will you receive from Rise?

Rise are available to both mentors and mentees through the duration of the program and will conduct informal catch up's with both parties.

Is there a age restriction?

All Mentees must be over the age of 18



What is the selection process and how will you match the mentor & Mentee?

The selection process will be based on the application submitted by the potential mentee. The best suited matches will be shortlisted and an informal interview arranged with the mentor. This is a two way process, so both mentee and mentor must be happy with the matches that has been agreed. Matches are based on fulfilling the needs of the mentee against the best mentor to be able to support them with their goals.

Can I select who is my Mentor?

You can make a request, but we can not guarantee your selection , but we will make the best choice that meets your needs.

How will you monitor the process?

There will be a pre and post evaluation form, where mentee goals will be discussed, agreed and evaluated at the end of the program.

What if the relationship is not working out?

We recognise that not all relationship work out, so the mentor/mentee partnership can stop at anytime during the program.

What happens at the end of the program?

We are hoping to showcase this year's mentoring program at the Rise Awards event on the 6th November 2021. The relationship will be filmed at varying stages as a way of introducing to the audience and the media, the rewarding experience gained from this programme .

