



## *Nick O'Donnell* **Director of Estates & Facilities**

I have been part of the mentoring scheme since it was first launched in 2014 and I have mentored five colleagues from various areas of the university. I am also a voluntary mentor in my capacity as a school governor which has allowed me to see things from a different perspective.

Being a Mentor enabled me to practice and develop my own skills, particularly the role of listening; a skill that I often found buried in the fast paced, multi-tasking environments many work places have become. It also allowed me to learn about other areas of the university and meet the incredible people that work for King's and give back to my mentees and help them to achieve their goals. I gained great value from the mentoring programme and would highly encourage others to take part in the programme if they want to expand their knowledge, develop and help others to achieve and develop.



## *Lorraine Kelly* **Deputy Director of Organisational Development**

I have been involved in mentoring for the last 10 years both as a mentor and a mentee and I can honestly say it has changed my life. Having the opportunity to work with someone, in a safe environment to discuss my career, my ambitions and any challenges that I am facing has provided so many positive outcomes.

I took part in the King's Diversity and Inclusion mentoring scheme last year and I enjoyed every moment, from a mentor perspective not only did it provide me with an opportunity to give back, I learnt about an area of Kings that I wasn't as familiar with, I enhanced my listening and questioning skills and developed my leadership style. It also provided time for me to reflect on my career and aspirations.

It can be difficult to sum up what you might get from mentoring or indeed evaluate the real impact of mentoring as it's such a unique experience. But for me, I developed more confidence, a clearer understanding of my goals and the ability to challenge myself.

Mentoring is for everyone at all levels, and I encourage you to get involved, I'm really looking forward to taking part again this year.



## *Hannah White* **Head of Business Change (SED)**

It has been an absolute pleasure to be a mentor for the D&I scheme. It was a great opportunity to meet colleagues from across the organization, and help support individuals in their careers. It was an opportunity for me to reflect on how far I could come in my own career, and the lessons I learned along the way.

I would encourage everyone to consider being a mentor: everyone has something to offer, and sometimes it is as simple as giving someone a supportive space to talk or offering a fresh perspective. I honestly feel that I got an equal amount from my experience as a mentor as a mentee.