



Why Mentoring in the Disability Sector?

Most human beings and organisations have one thing in common – we want to do better, and we know that things we do or say impact on people's lives in this sector. Currently, many people are lacking in experience and or knowledge leaving supports paralysed by the fear of placing others at risk by their actions or inactions. After all, in this sector you don't know what you don't know until you discover you didn't know it.

Solving the human equation that is the disability sector is the cornerstone of great workplace culture and the larger and more diverse the sector is, the more challenging it becomes, even before we factor in things like working for people with disabilities, technology and pay rates.

Well designed and managed mentoring programs can have a dramatic impact on workplace culture and people engagement. A strategic mentoring program transcends hierarchy, creating relationships and interactions to build individual and hence organisational value.

The other very important reasons to use mentoring as a tool in the workplace is that it improves staff retention as they feel well supported in their role and mentoring also encourages ethical behaviour within an organisation.

What is mentoring?

At one end of the spectrum there are mentoring relationships that focus on the extensive experience of the mentor. The expectation is that the knowledge, power, and influence of the mentor will assist the mentee in achieving their career objectives by improving the quality-of-service delivery and knowledge. These relationships are often long term and should not be confused with line management roles. At the opposite end of the spectrum, the focus shifts to the mentee. The emphasis is on the personal insights and intellectual challenge to be gained through interaction with a mentor. It is expected that the mentee will lead the relationship, inviting the mentor into their own inner dialogue to help work through complex decisions.

DEVELOPMENTAL MENTORING

At PoDDSS we are focusing on Developmental Mentoring, which, tends toward development of the mentored. The focus is on the personal development of the mentee. The hierarchical status of mentor is not as significant as the teaching potential he or she offers but they have the experience and knowledge that the mentee lacks. Personal growth is achieved with the primary focus of building skills, knowledge and understanding therefore proving greater job satisfaction.

Mentors will also provide suggestions regarding courses and training that will assist with personal growth and service delivery.

The Mentors at PoDDSS have a significant number of years in the sector with a variety of expertise around things like challenging behaviour, physical disabilities, and mental health.

Please contact us to discuss further if you're interested on 07 47006854.