

# Mentoring in action

**The mission of Duke of Edinburgh's Award Perth & Kinross Association SCIO is to improve the lives of young people.**

The association's unique programme of close-support work with young people, their families and wider support networks in safe, tranquil spaces provides therapeutic and naturally nurturing learning environments in which the young people can work towards certificated Awards, whilst giving them the skills and confidence they need to succeed in life.

Over the course of the next five years, the organisation has ambitious aspirations, building on its successes in supporting young people since it began 30 years ago. The organisation has a vision to support young people, particularly those with additional support needs, to feel happy, be safe, experience achievement, and believe in themselves.

The Association was introduced to Cranfield Trust by The Gannochy Trust, as part of our partnership supporting organisations in Perth and Kinross. In March 2024, the Communications Manager was facing some difficulties and hoped that mentoring would support an improvement in her time management and leadership skills.

Cranfield Trust's Mentoring and Learning Manager spent some time speaking with the Manager to fully understand what she hoped to address and achieve through being mentored. She was matched with Martyn, a volunteer mentor who was able to provide the right support and guidance.



Mentoring is a two-way relationship and both mentee and mentor benefit from the learning process. It also had a positive impact on Martyn who developed as a mentor and became more aware of the challenges faced by the charity sector:

*"It was a genuine pleasure to mentor my mentee. We both gained a lot from the experience, which was rewarding and enriching. As a mentor, it was refreshing for me to work with someone like this manager who showed exemplary dedication, commitment and a thirst for learning."*

Martyn Roper, Cranfield Trust volunteer mentor.

*"During the six sessions, the mentor and I covered many topics that have been incredibly helpful in my current situation and future career progression. The mentoring challenged me in different ways, and I was surprised at how much my confidence in my skills and abilities grew. It provided valuable guidance and support for navigating challenges, increased confidence and skill development as well as expanded my knowledge of professional networks and access to new opportunities. The mentor's skilful guidance and supportive approach encouraged personal growth by identifying my strengths and motivated me to take on new challenges."*

*"Due to the mentor's kindness in sharing his vast knowledge and useful tools, I now have applicable tools going forward, such as different models like GROW. I am embedding my learning by using a learning journal to reflect weekly and to remind myself to use any of the tools I have learned."*

Communications Manager, Duke of Edinburgh's Award Perth & Kinross Association SCIO



# Duke of Edinburgh's Award

Perth & Kinross Association SCIO



*"The mentoring has exceeded my expectations. It has been very valuable and met all my objectives and more. The mentor's knowledge has been very helpful and vast. The sessions developed into a safe and confident space where I was able to better understand my own skill set, knowledge, and challenges and confidently grow with them."*