



## Frequently Asked Questions (FAQs)

### **Q: Who are the mentees?**

A: The mentees are grantees that have successfully applied for one of Rosa's funding programmes, Voices from the Front Line or Woman to Woman. Voices from the Front Line supports women's organisations to shine a light on their fight for gender equality in the UK, by resourcing advocacy and activists. Woman to Woman funds local grassroots women's organisations across the UK with funds from the 'Tampon Tax.'

### **Q: Do I need to have specific knowledge of my mentee's specialism?**

A: No, the aim of Rosa's mentoring program is to partner the expertise and experience of the business and corporate world with charities and social enterprises, and vice versa. It also provides an opportunity for you to learn about the Charity sector, and get involved in it.

### **Q : I'm not a charity expert: what can I offer?**

A: Your experience and contact with other organisations, large or small, will be highly valued. Sometimes all that is needed is a "critical friend" – somebody who can listen to the charity leader's plans and concerns and assist by asking questions or offering ideas based on what you have seen elsewhere.

### **Q: What areas are covered in mentoring sessions?**

A: You will be matched with a mentee on the basis of your areas of expertise and the support needs identified by the mentee. They can include areas such as business planning, communications, financial management, fundraising, team management/HR and leadership development. You could job share the mentoring with a colleague and offer a range of experience, if this would be of interest please get in touch at [info@rosauk.org](mailto:info@rosauk.org)

### **Q: Who initiates first contact?**

A: You will be introduced to each other once the mentor & mentee pairing is done. Either of you can initiate the contact, although we do encourage you to reach out as soon as possible. If in the unlikely event, you do not hear from your mentee within 14 days, please let us know and we will chase and if necessary, rematch you.

### **Q: What should I cover in the first mentoring session?**

A: Use this opportunity to get to know each other and establish trust and confidentiality on both sides. Share both your experiences, and learn about each other's backgrounds. Determine key areas around which you both can share your knowledge and expertise. Set some individual goals and objectives to achieve in the six months, and fill out the respective objectives form. Towards the end of the session, discuss how some of your ideas and suggestions can be put into practice.



**Q: Do I need to fill out an application to be part of the Rosa mentoring program?**

A: Yes. Please fill out an application at <http://www.rosauk.org/inspire-together/>

**Q: Is there a limit to the number of people from my organization who can apply to be mentors?**

A: No. There is no limit to the number of people from one organisation who can apply to be part of Rosa Mentoring Programme.

**Q: Do I have to be in a certain country to participate?**

A: Yes. As all our grantees are based in the UK, the mentors also need to be working in the UK.

**Q: Will I be able to select my mentee?**

A: No. Rosa will pair you with a mentee based on our criteria and your application form.

**Q: How long will it take for me to be paired up with a mentee?**

A: We aim to match mentors and mentees as soon as possible after we receive your application, certainly within 1 month.

**Q: How often does the mentoring take place and for what duration?**

A: Rosa envisages that the many of the mentors and mentees will communicate by telephone or video calls, due to the national nature of the programme. The initial commitment is for one hour, once a month for a minimum of six months. However, it is up to the two of you to decide if you wish to continue and in what capacity.

**Q: Who schedules the calls?**

A: We will provide both parties with contact details for the other via the email address provided on your application and it is up to both of you to find a mutually convenient time for the calls. Please do not reschedule calls unless really urgent.

**Q: How soon should I expect to hear from my mentee?**

A: You should aim to have your first call within one month of receiving your mentee's details.

**Q: Once the six months initial commitment is over, am I under any obligation to continue?**

A: No. There is no commitment required beyond the initial six months.

**Q: Can I extend my mentoring beyond the initial six months?**

A: This is entirely up to you and your mentee. If you both agree to do so, you can continue the relationship for as long as you wish.



**Q: I'm already really busy, why should I take on this extra commitment?**

A: Rosa firmly believe that mentoring is a two-way business. We are confident that as a mentor you will gain as much from the relationship as the person you will be supporting. You can't necessarily predict in advance what shape the learning will take – but you will learn, and find exploration of a completely different sector extremely rewarding.

**Q: Am I able to change mentees?**

A: Yes. If the relationship is not working out for whatever reason, you do have the option of changing mentees. However, once you have made the decision to change, you will have to re-join the pool of mentors waiting for matches.

**Q: What if I want to terminate my mentoring before the initial six months is over?**

A: If, for any reason, you do not wish to continue with the mentoring, please let us know as soon as possible and we will get in touch with your mentee to inform them.

**Q: Who is responsible for the success of the mentoring?**

A: Although we will strive to pair you with the most suitable mentee possible, it is up to you and your mentee to ensure that a mutually satisfactory relationship is achieved. Rosa is not responsible for the success of this arrangement.

**Q: Can I be matched with another mentee after my six months with my first mentee?**

A: Yes. If you would like to mentor another mentee, just let us know and we will put you in touch with another one.

**Q: How does Rosa measure the success of the mentoring programme?**

A: We will require that you give feedback after you complete the initial six months of mentoring. Also, we would be pleased to hear any feedback you have along the way.

**Q: What kind of support can I expect from Rosa?**

A: We offer webinar training to brief you on the programme and support your mentoring skills development.