



**EmpowerMe**

# The EmpowerMe Mentoring programme

**PERSONAL DEVELOPMENT DESIGNED  
SPECIFICALLY FOR THE RECRUITMENT SECTOR**



## Empower your staff

**EmpowerMe** is a 6-month mentoring programme for your staff which will help you equip them with guidance, motivation, emotional support and a role model, so that they can develop and progress in their recruitment career.

This is not a training course – this is a personal development programme where your staff can learn from someone outside the organisation. Mentors will help mentees to understand and recognise their strengths – and then guide them on how to utilise those strengths in both their current and future roles.

The focus of the programme is to help you support and enhance the development of all your staff at every level and is a highly cost-effective way for you to demonstrate that you are investing in their personal development.



## How does it work?

APSCo has invested in a sophisticated SaaS platform for **EmpowerMe** which provides a web-based community and has:

- Smart matching of mentors and mentees based on their profiles
- A monitoring and reporting capability which enables feedback loops
- Goal tracking tools to measure and manage relationships
- The ability to host events, learning resources and discussion forums to support mentees



**EmpowerMe** has a dedicated workspace with features designed to make mentoring communication and organisation as simple as possible. The workspace can be used to get the most from the relationships, track and store important information, manage tasks goals and events and access valuable supporting material.

**Connect:** Algorithm based matching of mentors and mentees

**Track:** Progress bar to show how the relationship is evolving

**Report:** Reports to show you what's working and allowing a deep dive into the data

## How much time will it take?

The six-month programme is designed for six one-hour mentoring sessions.

## What are the benefits?

Mentoring is a proven approach to driving learning and development in both mentors and mentees

- It will help you raise the quality of personal development within your organisation
- It will help you increase support for all your staff at every level
- It will help you increase employee engagement, development and retention
- It will empower your staff to better understand themselves and their goals- and importantly how they are going to get there



## What is the investment?

The only cost to you is an administration fee of £345 per mentee – that's less than £60 a month for the six-month programme.

Contact [talentdevelopment@apsco.org](mailto:talentdevelopment@apsco.org) to join the programme now.

## Interested in a bespoke programme?

The system allows us to create bespoke ringfenced mentoring schemes for those organisations who would prefer to have a dedicated in-house programme utilising their own staff as mentors. Contact [talentdevelopment@apsco.org](mailto:talentdevelopment@apsco.org) to find out more.

# Want to provide a mentor or become one yourself?

We are always happy to talk to individuals who are interested in becoming mentors. There is no cost other than an hour of time per month for six months – but it is a commitment and needs to be taken seriously. Someone with less experience will be putting their faith into the mentor to help guide them and there is a responsibility on the mentor to become part of a trusted support network.

Becoming a mentor affords the individual the opportunity to develop their communication and personal skills while at the same time achieving a sense of real fulfilment. It can be a great addition to leadership skills development and can help you develop your managers and aspiring leaders into mentors in their own right. A role as a mentor will cover at least some of the following:

- Listening and asking the right questions
- Providing personal insights of your experience of the sector and your career
- Offering a different point of view
- Offering development advice & guidance as well as support & encouragement
- Helping the mentee identify areas for growth and development
- Giving positive reinforcement and constructive feedback

For more information about what it means to be a mentor, please read our [Guide for Mentors](#) and if you are interested in providing a mentor or becoming a mentor yourself, please contact [talentdevelopment@apsco.org](mailto:talentdevelopment@apsco.org)

