

Thank you for joining Real Estate Balance's reverse speed mentoring event!

As some of you are probably aware, Real Estate Balance has been running traditional speed mentoring events for members for a number of years. But this is something rather different.

Reverse mentoring differs from traditional mentoring in that, rather than the mentor providing support and guidance for an individual's career aspirations, reverse mentoring:

- promotes intergenerational collaboration and understanding; and
- provides underrepresented groups with the opportunity for face-to-face time with senior leaders, sharing their lived experience and feedback to assist the seniors in becoming more inclusive leaders.

In a role reversal, senior (usually older) leaders are mentored by a more junior (usually younger and often from an underrepresented group) colleague who, from a diversity, equity and inclusion perspective, is different from them in some way, and therefore experiences their career differently.

The intended outcome of tonight is not to build relationships but to provide mentees with a variety of perspectives in a short amount of time and for them to be part of a knowledge sharing experience without the time commitment of formal mentoring.

We hope you will get a flavour of the value of reverse mentoring as an important tool in creating a more inclusive environment and will return with the intention of instigating a reverse mentoring programme in your own organisation or with ideas to enhance your own programme if you already run one.

Now on to how it's going to work ...

Senior mentees have been asked to provide the topic or topics they would like the conversation to focus on and this has been used to match them with junior mentors who have expressed a desire to share barriers experienced or gaps in organisational understanding, representation or awareness in these areas.

You will have been provided with your topic or topics in the information provided before this evening. You can also find it on the mentoring groups sheet on the wall around the room. We have provided ideas for discussion points or prompts for your topic on your table to aid the discussion, however, you do not have to stick to these if you both agree on other points you would like to discuss within your given topic or topics.

You will have three sessions of 20 minutes. The end of the 20 minute session will be signified by a bell and, at that point, conclude your discussion and rotate to your next pairing.

Just a few reminders before we get started:

1. Remember it's the mentors' insights that are more valuable in these sessions than those of the mentee.
2. Agree on ground rules: check if there are any subjects that are off limits and set an agenda for the discussion – refer to the discussion points and prompts provided on your table if you need to.
3. Break the ice – kick off the conversation by describing yourself in three words and then your career to date in three words.
4. Don't switch roles - you have been provided with a red flag – if you feel you in danger of role reversal with the senior mentee either offering or being asked for career advice, raise your flag, acknowledge it with good humour and get back on track.
5. This is a safe space – mentees should 'check-in' with the mentor periodically during the discussion to confirm they are happy to continue with this line of discussion or whether they wish to move on to another subject or cease the session altogether.
6. Mentors are sharing their own experience only and are not expected to speak on behalf of their entire community.
7. Remember to make time to reflect at the end of each session.
8. Mentees - thank your mentor for sharing and discuss how you intend to build on the knowledge gained in your sessions.
9. At the end of each 20 minutes session a bell will ring. When you hear the bell, junior mentors stay in their places and the senior mentees move around the group.

We very much appreciate your participation in our reverse speed mentoring programme. We will be sending out a feedback survey tomorrow morning and would be grateful for honest and constructive feedback on the process in order that we can continue to improve the experience for participants.