

TALENT CASCADE

As part of the High Potential Development Scheme (HPDS) and Intensive Development Programme (IDP), each scheme member will be assigned a mentor to support their learning and development. The mentor will either be another scheme member of a more senior rank or band, or a senior member of staff or police officer applying for NSCAS Level 2 or PNAC.

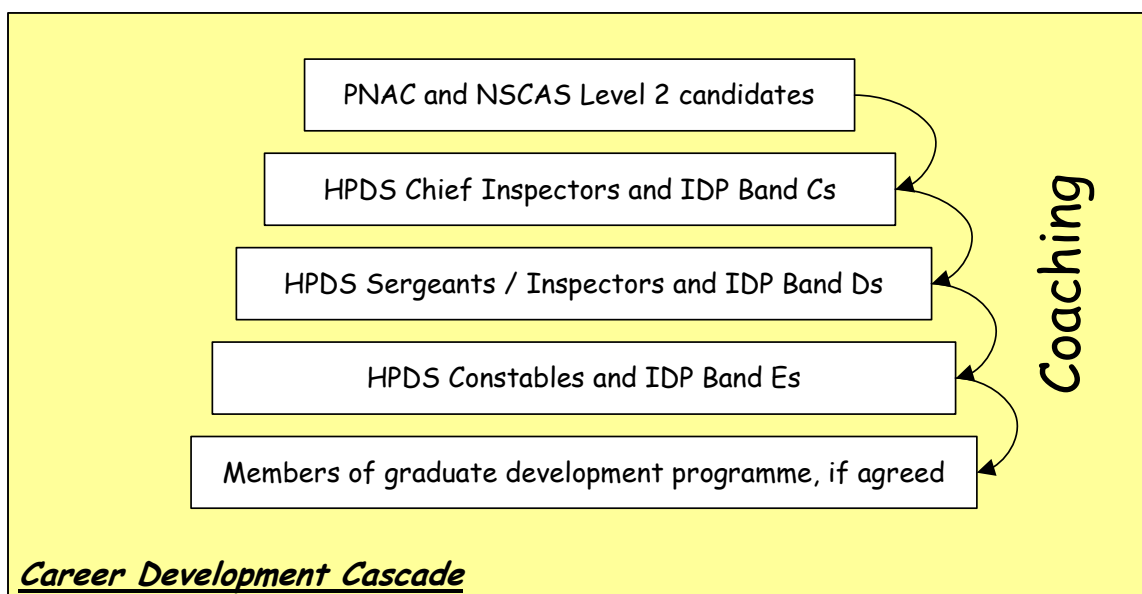
The role of the mentor is to support and guide the high potential scheme member. It is an informal and confidential relationship, which the scheme member can use to support their development, and which will enable the mentor to develop coaching / mentoring skills.

Why have mentoring?

- Offers scheme members support and advice from someone who has been through a similar experience
- Helps to create a high potential network and encourage information sharing
- Offers scheme members a one-to-one resource to facilitate the exploration of career goals and aspirations
- Provides a mentoring and coaching opportunity for the mentor, to support the ICF behaviour: Maximising Potential

How will mentoring work?

- One-to-one relationship
- Mentors will be assigned to each scheme member by the Career Management Unit, using a simple checklist to match individuals



- All mentors will be offered coaching / mentoring training, in which their role will be fully explained
- The scheme member and their mentor will agree how frequently they meet
- The mentor will provide impartial support, advice and guidance e.g.:
- How to utilise opportunities in order to progress self and drive own development
- Transition onto the high potential scheme and into new placements
- Definition of roles and responsibilities
- Learning opportunities
- Any other ad hoc concerns or issues

What is the contract between the scheme member and mentor?

- The discussion will be confidential unless otherwise agreed
- At any point either party can opt out, but the central high potential team must be informed.