

## Who can join the Scheme?

The Scheme is open to anyone who can benefit from it and who can meet the criteria for applicants.

## How do I find out more and apply?

For more information or an application form, please contact your Organisational Co-ordinator for the scheme via your HR or Learning & Development team. If you are not sure who to contact then a full list of Organisational Co-ordinators for the scheme can be found on our website [www.yorkshireaccord.co.uk/organisation-co-ordinators-contact-details](http://www.yorkshireaccord.co.uk/organisation-co-ordinators-contact-details)

**The closing date for applications is  
Friday 2nd November 2012.**



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**Yorkshire Accord**  
Coaching & Mentoring Scheme



*Professional & Personal  
Development through  
Cross Organisational  
Coaching & Mentoring*

## About the scheme

The Yorkshire Accord Coaching & Mentoring Scheme is a partnership which has been set up to help encourage the sharing of best practice and encourage learning between its member organisations.

Those organisations participating in 2013 scheme are;

- Askham Bryan College
- City of York Council
- Hambleton & Richmondshire District Councils
- Harrogate Borough Council
- North Yorkshire Fire & Rescue
- North Yorkshire Police
- Ryedale District Council
- Selby District Council
- York College
- York St John University
- Yorkshire Ambulance Service

The Schemes Aims are:

- To broaden perspective and approaches to issues, increasing organisational creativity and innovation and supporting change.
- For individuals to maximise their own potential leading to a positive impact on organisational performance.
- To widen opportunities for employee development across the partnership.
- To enhance strategic and / or operational awareness and application.
- To develop partnership working in the public sector, through

## How it works

The Scheme provides individuals with personal and professional development, support and challenge by offering them the opportunity to work one-to-one in a Coaching & Mentoring relationship over a 12 month period.

The Scheme is intended to benefit both individuals and their organisations.

## Benefits for you

The benefits of Coaching & Mentoring across organisations are that it is non-threatening, confidential, neutral and objective. It can give you an opportunity to broaden your perspective and approach to issues.

You may find that being Coached and Mentored helps increase your self-esteem and confidence or helps you explore new ideas, tackle challenges and opportunities that may have seemed out of reach. It may help you identify a new career path.

Being a Coach & Mentor is challenging, stimulating and gives considerable personal satisfaction. It can also help you develop skills which may help towards your own career development. Working with people from other organisations will give you insight and widen your own network.

## Feedback & comments

Some of the comments made by previous members of the Scheme show how much Coaching & Mentoring benefited them:

*"The relationship 'hit off' well from the start, our personalities linked well"*

*"It has given me someone outside my work, listening to me and seeing it from a different viewpoint."*

*"The opportunity to share issues in a safe environment when my role can be lonely."*

*"It's provided a chance to reflect and to be challenged."*