

Listen Down – Award Winning Reverse Mentoring Programme

Duration: 9 month programme



Why

Taken seriously, reverse mentoring is a catalyst for profound change. Breaking down traditional barriers of top down hierarchy, combining different perspectives and busting assumptions; Reverse mentoring is a powerful organisational development programme.

Reversing traditional mentoring, usually by pairing junior staff to mentor more senior leaders. Our Listen Down programme challenges perspectives on culture and creates an environment for immediate change.



You Get

- Thought Generation session
- Individualised Matching
- Conversational Wisdom® mentor/mentee skills launch day
- Supported first conversations and virtual booster reflection calls
- Reflection and idea generation session
- Participant toolkit
- Celebration event and evaluation



What

We don't do tick box Reverse Mentoring.

Consultancy, matching, design, delivery and evaluation are all included in this innovative and powerful 9 month blended programme.

Pairs meet regularly throughout the programme and work together as a cohort to create specific learning opportunities, build multi-level engagement and effect organisational change.



Impact

- Increased connectivity and understanding between people of differing levels, generations, experience, race, gender, geography...
- Enhanced communication and engagement
- Skills development and knowledge transfer within and across disciplines
- Cultural change e.g. through a shadow board, greater wellbeing support



“Conversation Space have provided invaluable support in designing and implementing our reverse mentoring programme. Their insight and guidance has helped ensure a successful rollout from pilot in our Birmingham office, across further national locations.”

Outputs from the programme have included immediate practical positive steps for the business including a national shadow board.”

Mark Taylor – Regional Managing Partner, RSM

Contact Us

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