

Association of British Clinical Diabetologists

The National Diabetes Consultant Mentorship Programme

Comments from Mentors to Mentees

Listed below is what Mentors have said in their statements as comment to prospective Mentees.

1. My role is now completely different compared with my initial job plan. As a trainee I felt achieving a consultant post was the aim of my journey through all the years of training. I now understand it was just the beginning, I have been able to change roles whilst maintaining core skills and am still enjoying my career and if the lessons learnt can help others I am willing to assist.
2. You may hear a lot of information - and only realise sometime later they were wise words!
3. I will make myself available as required. I will listen and hope to be able to add perspective based on my experience to problems or difficulties a mentee has experienced and to help develop ideas and strategies for development.
4. Confidence, insight, experience - where do they come from?
5. There may be difficult times ahead. Best to have allies.
6. I have a busy schedule but will always try to make myself available particularly in the evenings and at weekends.
7. I am keen to help and support you in developing your diabetes service. I am happy to be a sounding board for your ideas and also help you negotiate and overcome the inevitable obstacles and barriers
8. Having a mentor, might all seem a bit fluffy bunny but it can actually be very helpful.....
9. I would be advocating a mentorship of a set number of meetings e.g. 3 or 4. I will use a framework based on the NHS National Workforce Projects Mentoring Framework and our regional training programme (Dr Baldev Singh).
10. Don't agonise over the choice of a mentor Be clear what you want Establish ground rules for 'disengagement' if it doesn't work out!
11. There are no obligations to choose me; it is not a 'one way street'. If you chose to use me as a mentor and then subsequently feel that I am not the right person, then I will not be offended if you go elsewhere! I have several professional roles that I feel I could draw on to give mentees a broader outlook that they previously have considered.

12. I was volunteered by my colleagues
13. I will listen carefully to you, reflect carefully on issues, be always discreet and attempt to guide you along the best path
14. Try and avoid any preconceptions that you may have about individuals. It's going to be a 2 way process.
15. If you are looking for diverse roles and responsibilities and are particularly interested in education and management then you might enjoy talking to me.
16. Find someone who you think will understand and respect the values that are most important to you.
17. Expect to be guided not led This will be formative not summative
18. I very much look forward to meeting with Mentees and supporting them in this programme.
19. My own development as a consultant has been through many phases and, in many ways, it was somewhat random and by trial and error. Whilst I feel my career has been successful and fulfilling, I have, never the less, made many mistakes and poor decisions along the way. On reflection help support and advice from my seniors and those that I respected was readily available but I didn't always access it. Perhaps there were barriers and taboos about seeming "weak" or "indecisive". It would have helped. This programme offers open access to advice and expertise for newly appointed colleagues who are embarking on a similar path within a defined framework that creates a powerful and positive network in support their progress and development. Having fostered the development of 3 new consultants within my own service, I hope I can now make a wider contribution in this regard.
20. I will start with an exploration of what you hope to get out of the process and let things develop organically from there.
21. Have faith – you will get through the tricky early years – most of us have!
Having a friend to phone however can be quite handy.
22. Diabetes and Endocrinology as a speciality is under threat for various reasons. I strongly believe that we need good consultants and future leaders to raise the profile of the speciality. Previously we have not been assertive enough and have not been communicating the importance of this speciality and the role it plays. By acting as mentor I feel that I will be able to share my experiences and help develop the next generation leadership.
23. By the time you take up your consultant post you are extensively trained to deal with clinical issues. However you will now have many non-clinical roles for which you may have very limited training or experience. I would welcome

an opportunity to help you in these matters and hopefully make life a little easier.

24. Take up this opportunity, choose a mentor whom you respect and who shares your own interests within the specialty.
25. Happy to make myself available with flexibility to provide appropriate support as required.
26. Having a mentor who is not part of your working environment allows you to be as frank as you want, and to kick ideas around with no concerns about any impression that you may or may not make. As my daughter has said to me "what's to lose?"
27. I believe this is a great opportunity for anyone who has just embarked on their Consultant career. It is often a very daunting and sometimes lonely time and it's great to have someone whom you can readily turn to lend a willing ear and help you see the wood from the trees!
28. I would always seek to do by best and add value to the relationship
29. Getting a mentor probably won't do much harm. good luck
30. As a trained executive coach I can facilitate your development based on your own ideas and the goals you wish to achieve. As an aged diabetes and endocrinology consultant I can offer support and advice where appropriate based on long experience. My approach is open and non-judgemental and confidentiality is a top priority. I am happy to work at any level from a light hearted chat to some planning of approaches to serious issues in your work. As a mentor, my role is to support you as well as I can. My coachees' feedback always includes praise for listening skills and ability to build their confidence. As a trained hypnotist I can teach you some lovely de-stressing/relaxation techniques to deal with working in the good old NHS!
31. I have only been in post for 8 years, and in that time I have had 3 children. My job plan has as a result changed significantly, but I am fortunate enough to be doing exactly the sort of things that interest me in just the right amount of time. Maybe I can help you to shape your job into the perfect one for you.
32. Enjoy it!
33. I will be a good non-judgemental friend to listen, chat and discuss Work, and life often has many grey areas and options rather than answers Old African Proverb says If you want to walk quick = Walk Alone If you want to walk far = Walk Together
34. This is a great opportunity for newly-appointed consultants. The current landscape is difficult, but is full of real possibilities in our specialty -- though the obvious approaches may not always be the ones that will work -- thinking and working through and around these in order to further your career rapidly

without running into as many brick walls as I did is a major potential for this initiative. The programme is potentially highly flexible to your needs in the early stages of your new post. 'Exciting' is an adjective that's a bit overused in the NHS at present, but I think this programme is as near 'exciting' as I have seen any initiative in recent times. I'm very enthusiastic about it, and hope that all new consultants will use and benefit from its considerable professional and organisational resources.