



HOW TO GET THE MOST OUT OF BEING MENTORED

KARA ROBB-BEDDIE TALKS TO *THE TREASURER* ABOUT THE VALUE OF THE ACT'S MENTOR ME PROGRAMME

I graduated in 2011 just as the recession was ending and jobs were still a little hard to come by. Eventually, I came across an ad for a treasury cash manager role local to me, at a company called Electrocomponents.

Immediately, I enjoyed it – the level of interaction with banks and other stakeholders, and the level of problem-solving.

Two years ago I moved to Heathrow Airport as a treasury analyst and am now treasury operations manager. Heathrow has a huge debt book and the opportunity to work with that kind of organisation can be difficult

to come by, especially early on in your treasury career.

At Heathrow, we have personal development plans in place, but because I have a clear idea about where I want to be in five years' time, I wanted an external perspective. I wanted to talk to someone who could help me think about how to shape my career.

I had seen information about The Association of Corporate Treasurers' (ACT's) Mentor Me programme.

I wanted to speak to someone who was successful in their own career, yet could help me with personal development and with my own plans.

I have monthly calls with my mentor. As things change for me at work, we change the scope of the conversation. I am just about to move into a new role and recently began managing someone else, for instance. My mentor is a very good listener, but she also helps me look at things differently. She gives great advice and has an honest approach. That's the value for me: the external perspective is incredibly useful.

There is a lot to be gained from having someone with whom you can discuss anything at all, but within a neutral context. The direction of the conversation is driven by what I want to discuss at the time and there is a great benefit in that open dialogue. ♥

Kara Robb-Beddie is a treasury operations manager at Heathrow Airport

HOW THE MENTOR ME PROGRAMME WORKS

The ACT Mentor Me scheme aims to help with career growth and development by matching those who are looking for additional knowledge or advice with suitable mentors.

However, it's much more than that. It's a learning and development toolkit that offers a wide range of support materials to guide users through the mentoring process and the roles of mentor and mentee, ensuring that the relationship stays on track and that users achieve their goals.

TIPS FOR MENTORS

When setting up your profile, include information about your career highlights and areas of expertise or guidance. Include both professional and personal skills.

Mentees seek guidance across a range of topics. The more information you can provide, the easier it will be for them to understand the support you can provide.

TIPS FOR MENTEES

In your profile, include as much detail as possible on what you are hoping to gain from a relationship, and any specific areas where you would like guidance. This will help potential mentors to determine whether they can provide the right support and plan how they might help you achieve your goals.

The initial search will list potential mentors matching your criteria. There is an 'Ask a Question' feature so you can ask a potential mentor a specific question before sending a mentoring request – this will help you to decide if they are right for you. You can also edit your profile and add more information about the help you require.

Once you are accepted by a mentor, make sure you make contact straight away to organise your first discussion. And remember: it's best to be in one mentoring relationship at a time to ensure you can commit the time needed.

Follow these tips to give you the best chance of making a good match. For more, visit treasurers.org/cpd/mentoring