



Programme Q&A

Q: What is the Leadership Mentoring Programme?

A: The Leadership Mentoring Programme is a six-month initiative designed to provide a safe, agenda-free space where mentees can develop confidence, leadership skills, and strategic awareness. Through one-to-one mentoring, it's a chance to gain clarity on their roles, strengthen decision-making skills, and build resilience in their leadership.

Q: How long does the programme last, and how often do mentees meet with their mentors?

A: The programme lasts for six months, and mentees will have approximately six meetings with their mentors during this period.

Q: Who are the mentors, and what kind of experience do they bring?

A: Our mentors come from a wide range of organisations and backgrounds in the VCSE sector. They include retired/serial volunteers, current CEOs, Vice Chairs, youth organisations, farming networks, marketing professionals, public sector experience, and individuals who both have and haven't worked in the VCSE sector their whole careers. We also have former teachers, coaches and mentors from other programmes, and therapists.

Q: Why do mentors participate in this programme?

A: Our mentors get involved because of their generous leadership. They have knowledge to share, are passionate about the sector, and understand the importance of supporting leadership, especially when it can sometimes be lonely at the top. They provide someone to speak to outside of staff and board, to bounce ideas off, and to test things out.

Q: What kind of support does the programme offer?

A: The programme is supported by Coaching York, which provides mentor and mentee training. There will be action learning opportunities, enhancement possibilities, and additional training and networking options.

Q: What impact has the programme had on mentees?

A: We have seen some incredible results. Many mentees have:

- Gained greater confidence in decision-making and leadership roles.
- Strengthened their engagement with boards and governance structures.
- Experienced career progression, with some securing new roles or preparing for future leadership changes, and others restructuring their teams to improve efficiency and delegation.
- Increased self-awareness and leadership clarity, resulting in better strategic decision-making.
- Achieved significant improvements in work-life balance and stress management.
- Implemented new organisational strategies and introduced structured planning within their workplaces.

Q: How does the programme benefit mentors and their organisations?

A: It is not just mentees who benefit. Our mentors have developed their own skills, deepened their coaching experience, and even taken mentoring back into their own organisations. The ripple effect of this programme is far-reaching, strengthening leadership across the voluntary, community, and social enterprise sector.

Q: What are the future plans for the programme?

A: We are committed to building on past successes and learning to improve this programme even further. We are exploring stronger board engagement, succession planning support, and more networking opportunities for mentees and mentors alike.

Q: What are the next steps if someone is interested in applying?

A: If you are interested in applying, applications for mentors close on 16 May and for mentees on 30 May. We will be hosting an online information session on Wednesday 30 April at 1pm. This is designed predominantly for interested mentees, but mentors - both existing, new, and prospective - are very welcome.

Q: How can someone get involved?

A: If you are interested in joining as a mentee or mentor, we would love to hear from you. Leadership is a journey, and our mentoring programme is here to support you every step of the way. Get in touch today and take your leadership to the next level. Find out more on our [Leadership Mentoring web page](#) or email leadership@communityfirstyorkshire.org.uk.

LEADERSHIP MENTORING PROGRAMME

JUNE - DECEMBER 2025

Community First Yorkshire

APPLY TODAY!

APPLY TODAY!

APPLY TODAY!