

The Long Term Benefits of MCR Mentoring

Discover the Impact to Your Organisation



The Impact of MCR Mentoring

Most organisations are aware of the powerful benefits of mentoring and that:

Commercial



Mentors develop stronger listening & communication skills

Economic



Mentees access advice & support which can have a life-changing impact

Social



Organisations gain from an engaged, fulfilled & motivated workforce

Also, business and organisations are becoming increasingly aware of the wider benefits of volunteering. In fact, one of the most effective ways to engage your workforce is through providing quality and impactful volunteering.



89%

of respondents felt that organisations who sponsor volunteer activities offer a better working environment than those who do not (Deloitte, 2017)

Imagine therefore the power of a programme which offers the benefits of both mentoring and volunteering. Organisations across Scotland are working with MCR Pathways' school based mentoring programme which supports care-experienced young people to find their potential through education.

- MCR mentors meet their young people in school during term-time for **50 minutes each week** over a minimum of a year:
- Mentors help their young person **realise their full potential** and empower them with the **confidence** and **belief** to advance to higher education, further education or a job.
- Mentoring is **creating a wave of positive change**, impacting our schools, our communities, our businesses and organisations.

“I benefited from having a mentor because I learned to set goals. I figured out what I was interested in and what I was passionate about – I’ve got options and know how I can achieve them.”

- MCR Mentored Young Person



Commercial Impact



89% of employees who volunteered reported increased satisfaction (Accenture, 2016)



87% of employees who volunteered reported greater pride in the company (Accenture, 2016)



76% of employees who volunteered felt they developed core work skills & increased productivity. (Accenture, 2016)

Commercial Impact



Staff Mental Health
Effective communications, relationship skills & supportive cultures.

Staff Engagement
Staff engagement, personal morale & commitment.

Staff Development
Develop effective & empathetic leaders, managers & workforce.

Economic Impact



By engaging staff you can experience an uplift in every business performance number*:

-  **22%** increase in profitability
-  **21%** increase in productivity
-  **41%** increase in quality (defects)
-  **37%** reduction in absenteeism

*Gallup meta-analysis (Harter, Schmidt, Agrawal and Plowman, 2013) which reviewed 263 studies covering 192 organizations, in 49 industries, and across 34 countries.

Did you know...?

-  Disengaged employees **cost the UK £52-£70 billion** per year in lost productivity with only 17% of the UK workforce engaged. (Talent for Growth, 2014)
-  Disengaged employees make **100 times more errors** than their engaged colleagues. (Towers Watson, 2018)
-  Sick Days cost UK organisations nearly **£29 billion** a year (PwC, 2013)

Social Impact

Did you know...?

-  Mental health causes UK organisations massive losses of between **£33 billion - £42 billion** a year. (Department for Work and Pensions and Department of Health, 2017).
-  Up to **75%** of people with common mental health problems in Scotland **do not receive treatment**. (Mental Health in Scotland: Fundamental Facts 2016)
-  Mental health problems also **cost £1,300** for every employee in the UK economy (Centre for Mental Health, 2017).
-  Mental health problems increase the risk of physical illness – **depression increases risk of mortality by 50%**. (No health without mental health, 2016).





Case Study

Scott McCroskie

Scott is the **CEO at Edrington** and leads a global workforce numbering in the thousands. He wanted to give some inspiration and encouragement to young people facing obstacles in their lives and became an MCR mentor in 2017. He now encourages his staff to mentor and advocates the benefits of mentoring for everyone.

Why did you choose to volunteer with MCR Pathways?

I was conscious that my children were moving on to university, so I could put my **coaching skills** to good use with someone else – possibly someone who would even listen this time! Kenneth Ferguson, Chief Executive of the Robertson Trust pointed me to MCR Pathways and **it seemed like a great fit**.

What do you gain from mentoring?

Being a mentor has helped me to develop some of my **core leadership skills**. At work I have power to make things happen – with my mentee I have none. As a result I have to stretch my skills to make headway – especially **listening skills and persuasiveness**. I also have to be sensitive to my young person's feelings, read non-verbal signals and respond appropriately. I need to be more openly encouraging and supportive and less judgemental than I would be normally at work. It tests my creativity and problem solving. **It feels like a good work out at the gym at times** – tough, but you definitely feel the benefit! The other area where I really benefit is getting re-introduced to the real world. There's a danger you become a little disconnected from the realities of life for many people.

What would you say to others about mentoring?

My diary is a nightmare, and I travel around the world frequently, but with some planning and flexibility I manage to make it work. If I can do that, I'd think most other people could too. In my view, MCR Mentoring has **the potential to transform our country**. You will get a lot out of it personally, but more importantly your young person will benefit. **Please do it!**

“I find spending time with my mentee really makes me appreciate how lucky I am, and how different the world looks to others. I have no doubt that this has made me more attuned to some of the issues in society and I think this is an important perspective for business leaders to have.”

“Go for it; it is a highly rewarding and enjoyable experience and you will receive all the support and guidance you require from the MCR Pathways team and your fellow mentors.”

Case Study

Suzanne Burns

Suzanne works for **STV Group plc**, a leading media company, in the corporate side of the business. It is a fascinating industry where she has the privilege of working with creative people – something she says she isn't – and those who are passionate about delivering great content for STV's audiences and commercial partners.

Why did you choose to volunteer with MCR Pathways?

I was intrigued when I first heard about MCR Pathways. My introduction was through the STV Children's Appeal which has been a keen supporter of MCR for a number of years, and recognises the **positive impact that the programme makes**. It sounded like such a straightforward and obvious approach but one that was making a very significant difference and **I wanted to learn more**... then I was introduced to MCR's Founder Iain MacRitchie and his enthusiasm is infectious so my decision was made!

What was it like getting ready to be a mentor?

The process was much **more straightforward than I expected** thanks to the great team at MCR Pathways. The selection and training process is **highly organised, informative and helpful**. My first mentor meeting was exciting and nerve-racking in equal measure. Of course you are hoping that there will be a connection and happily that was the case.

What do you gain from mentoring?

So many things. Apart from the **inspiration** my mentee provides to me, it is a great way to give something back whilst using skills – **listening, communication, motivating** others – that are required in the world of work and life! I often leave my weekly mentee meetings feeling that I have gained something – it is regularly the high point of my working week and that's from someone who really enjoys her job and work!



Frequently Asked Questions



What does a mentor do?



An MCR Mentor helps a young person who is in or on the edges of the care system to explore what they enjoy, find out what they are or could be good at and think about what they want to do when they leave school.

Do you need any specific experience or qualifications to mentor?



No. MCR mentors come from all walks of life, many with no previous experience of working with young people, but what our mentors have in common is that they care and want to make a difference. They have a shared desire to be a supportive adult who takes an interest in the life and education of their young person.

Will there be training?



Comprehensive training is provided by MCR Pathways and optional ongoing training is available throughout the year with mentor forums and drop-ins. We offer resources and a wealth of Online Courses on our online Mentor Hub. All in addition to the ongoing support provided by your full-time school Pathways Coordinator.

How will I fit in mentoring with work?



We ask for 50 minutes per week during school term time only. At the 1:1 stage of the recruitment process, we ask mentors to outline their availability and choose the school(s) which would be most convenient for their schedule and provide the most suitable match.

What's different about the MCR programme?



MCR mentoring can transform the outcomes for our most disadvantaged young people throughout the country. We have very committed staff, partners, supporters and, above all else, the most amazing young people! Our vision is simple: an equality of education outcomes, career opportunities and life chances for care-experienced and disadvantaged young people.

"I have learned a lot about listening rather than talking, coaching rather than providing solutions, understanding there is not just one possible outcome, and empathising rather than being judgemental." - Mentor, Ken Lindsay, Chivas Brothers

To Become a Mentor or learn more - please visit:

www.mcrpathways.org



MCR Pathways is a Scottish Charitable Incorporated Organisation (SCIO) registered No. SCO45816