



# JOIN THE INSTITUTE'S MENTOR ME PROGRAMME NOW

*Adam Rowledge FIH SJS highlights the lifelong benefits of being both a mentor and a mentee*

**M**entoring is not just a form of support for people starting out in their career but a valuable tool for any business or professional looking to get where they want to go with focus and speed.

Business mentoring has become increasingly popular in hospitality as operators look to one another to learn and be inspired. This sharing of experience, perspective and contacts is so important when it comes to shaping the next generation of industry leaders to fulfil their potential. It gives them access to resources that will benefit them as they navigate the path to success, as an individual and as part of a team. It's of huge benefit to those further along the career path too, offering fantastic opportunities to expand your professional network and gain support during challenging phases or transitions. In an industry that is ever-evolving and where innovation is key, the guidance of a mentor can enable you to address new challenges with the wisdom of experience.

The Institute of Hospitality provides an excellent mentoring programme 'Mentor Me' which pairs aspiring managers and future industry leaders with more established figures in the industry, across all sectors. I was fortunate to be invited to become a mentor for the inaugural year of Mentor Me and I enjoyed the experience of supporting my mentee and benefitted greatly from some reverse mentoring. The programme provides a core structure of key topics and useful material on which to base a monthly meeting. I personally found these articles and video podcasts to be fantastically useful for my own personal development and it was exciting to exchange views and experiences with my mentee when discussing them. I found there was a tangible benefit to my business too, as some



**ADAM ROWLEDGE FIH SJS**  
IS GENERAL MANAGER OF  
GEORGIAN HOUSE.

areas being covered were also ones that my mentee's hotel was going through, so I was able to learn from her experiences and share mine in return. In addition to the structured learning provided as part of Mentor Me, there is plenty of opportunity to go off-topic and explore areas which the mentee feels would be of benefit. Although the programme is designed to last for between six and 12 months, as I often find with mentoring relationships, it's the ongoing support that can be of most value.

As well as being extremely passionate about providing support in the capacity of a mentor, I recognise that I still have a huge amount that I can benefit from by having a mentor of my own and am grateful to the Master Innholders and St. Julian Scholars for being so active in promoting this element of continuous professional development.

As we embark upon the induction of mentees, I will be championing Mentor Me to ensure that we reach out across the breadth of the country to provide hospitality professionals with access to a mentor who will help shape their future career and provide them with the invaluable benefit of their experience in our wonderful industry.

If you are about to begin your career or perhaps have just taken on a management role for the first time, then I urge you to get in touch so that we can find a suitable mentor to help you on this journey. I also recommend that my industry peers, who can offer their experience and guidance to those starting out in their careers, give back and provide a much-needed and highly valued learning experience to someone by being their mentor. Not only will it make a big difference to your mentee but I'm sure that you will benefit from it too.

**Adam is the ambassador for the Institute's Mentor Me programme. For more information or to register your interest in becoming a mentor or mentee this year, email: [mentorme@instituteofhospitality.org](mailto:mentorme@instituteofhospitality.org)**