

What is Reverse Mentoring (RM)?

Most of the time we get coached by the people who work in the organization longer than ourselves, who are more experienced and have a more senior position.

With reverse mentoring it's **the other way around**: young, enthusiastic colleagues are coaching the more experienced and more senior managers. This leads to reverse thinking as we like to call it; it creates and stimulates **new perspectives, creativity** and a more **inclusive** environment.

This project fits perfectly with the mission of Jong Rabo: 'Jong Rabo contributes to a safe environment in which young professionals develop themselves, connect and are invited to share their opinions on relevant topics!'

Expectations

- Joining **mini course**: how do I coach? (during kick-off)
- Make clear agreements with the mentee on when to meet and how to approach the coaching questions
- Join **intervision** with other mentors

Goal of Reverse Mentoring

Reverse mentoring **connects** young professionals and higher management (scale 11 and above) in a unique way with the goal to make each other and Rabobank better.

- RM creates a more young perspective on particular cases.
- Young professionals and higher management get a chance to understand each other better and learn from each other.
- Because of the dynamic time we live in, there is a more prominent need for connection on a **personal** and **organizational** level. RM offers the possibility to do this, in a concept that doesn't conform to the possible subconscious obstacles that are usually formed by hierarchy, generation differences and seniority.

Program

Duration: **6 months**

- Kick off RM April
- 4 Coaching sessions (once a month)
- 4 Intervision sessions with other mentors (group size max 5)
- Closing off October
- Total time investment: approx. 15 hours

Reverse Mentoring