

IRLA YPG Mentoring Scheme

Aims of the mentoring scheme

To provide a platform for members of the YPG to find a mentor within the IRLA community whose attributes or experience may help with immediate or development requirements of the requesting YPG mentee.

There is a wealth of knowledge, experience and backgrounds within the IRLA community willing to share their experience and from whom members of the YPG could benefit. Mentoring can be a valuable and enjoyable learning experience from both the mentor and mentee perspective and in this scheme, can take on any form agreed between the parties. IRLA and YPG do not prescribe rules regarding the format or duration of mentoring, however skills sought from the mentors may include technical expertise and help, “how to” advice, general career advice, conflict resolution, market knowledge, managing people or any other insurance / reinsurance and career development within the competence of the mentors.

How the scheme will work

An initial pool of mentors has volunteered from within the IRLA community with a variety of work backgrounds and experiences. The list of mentors along with a short CV describing the mentor’s career history to date, information regarding their current position and mentoring skills and experience can be found on the IRLA website.

Members of the YPG interested in finding a mentor are invited to look at this list of available mentors to initiate a meeting.

The selection of mentors will work on a “first come first served” basis. Mentors are not obliged to take on more than one mentee (although they are not prohibited from taking more than one mentee if they wish).

Initial commitment

The initial commitment from both mentors and mentees will be to have an initial meeting to see if there is “meeting of minds” regarding mentoring - if there is; the mentor and mentee will agree between them a future course of action including frequency and duration of mentoring sessions.

Following the initial meeting, both the mentor and mentee will be asked to provide some simple feedback on their experiences to YPG and confirmation regarding whether the mentoring relationship will continue beyond the first meeting. There is no obligation to proceed however we hope, that over time, many mentoring relationships will be established to the mutual benefit of the parties, the YPG and the wider IRLA community.

It is important to note that, other than initiating the scheme, the continuation of a mentoring relationship is the responsibility of mentor / mentee. IRLA and YPG may request voluntary feedback regarding the mentoring experience to help us to promote, improve or amend the scheme as it develops but are not involved in any other aspect of the mentoring relationship.

Next steps

If you are interested in taking part and would like to find a mentor, please refer to the list of current mentors along with their CVs and contact details on the IRLA website. Please feel free to contact the mentors directly in expressing your interest. Alternatively, please contact Amy Berry (amy.berry@pwc.com) who can provide further information or help to put you in contact with any potential mentor.