

A lightbulb is the central focus, with vibrant splashes of blue, yellow, and pink paint or liquid erupting from its top. The background is a dark gradient from blue to purple. At the bottom, the word 'GAIN' is written in a large, white, sans-serif font, with the 'G' being significantly larger than the other letters.

Introducing Mentorship Pilots

Pilot Schemes for GAIN Corporate Members Launching Now

GAIN

GAIN Mentorship Scheme Pilots

We have designed a variety of mentorship schemes for our corporate members. Prior to a wider launch, we have chosen to run a limited pilot.

GAIN has now launched registrations for

- Cross-Company Peer Mentorship
- Neurodivergent Reverse Mentorship

Applications will open for one month

Successful applicants will be paired and contacted by 1st August 2023

Pilot will launch 1st September 2023 and run for 6 months



Cross Company Peer Mentorship

GAIN

What is it?

This is a peer mentorship scheme pairing representatives from different GAIN corporate member companies.

Neurodiversity is a relatively new interest for the industry. Many companies are now starting to explore initiatives in this area, but are experiencing the same process of experimentation, development and learning as each other. And making the same mistakes.

We can only transform the industry through industry-wide initiatives, and these require open collaboration through safe, managed channels. This scheme aims to foster institutional collaboration and knowledge sharing, accelerating progress amongst GAIN member companies by creating opportunities to share knowledge and experiences with each other.



Cross Company Peer Mentorship

GAIN

How Does it Work?

Two individuals from different companies with

- Comparable levels of experience with neurodiversity initiatives
- Decision-making capacity regarding their workplace neurodiversity initiatives
- Willingness to share knowledge equitably

Provide mentorship to each other. They will learn insights from each other regarding neurodiversity events, projects, resources and initiatives they have each participated in. This is a chance to learn how to set specific initiatives up for success, and how to handle the challenges that may occur.

Paired mentors will communicate with each other and with GAIN on a regular basis, making a commitment to both the mentor relationship and the mentorship scheme as a whole.



Cross Company Peer Mentorship



Who is Eligible?

Successful applicants must

- Be currently employed at a GAIN corporate member company
- Be an individual member of GAIN, or sign up as one as part of the pilot
- Be in a decision-making role with capacity to influence neurodiversity initiatives within their own company
- Have participated in at least one neurodiversity-related project in the last 24 months
- Be willing and able to commit to the minimum level of active participation of the mentorship scheme

Full details of the eligibility criteria can be found in the Mentorship Outline documents available to download [here](#).

As this is a pilot scheme, we may reject otherwise-eligible candidates due to a need to limit overall participation numbers, and/or to manage an appropriate balance of participation from each member company. Eligible but unsuccessful applicants will be free to reapply when the wider scheme launches.

Cross Company Peer Mentorship



What is the Commitment?

Successful applicants will

- Be paired for 6 months from 01/09/2023
- Meet a minimum of once every 6 weeks during the pairing
- Commit to prioritising and showing up for their mentorship meetings, and to communicating with their peer on availability and capacity
- Complete the mentor agreement form collaboratively with their peer at the start of the pilot
- Submit feedback to GAIN a minimum of 3 times as directed to by GAIN
- Supply GAIN a One Page Profile to be shared with their peer at the start of their commitment period
- Take responsibility for maintaining their relationship with each other
- Complete an evaluation form at the end of the pairing

Full details of the commitment can be found in the Mentorship Outline documents available to download [here](#). We will supply templates for all required forms and documents.

Neurodivergent Reverse Mentorship



What is it?

This is a peer mentorship scheme pairing neurodivergent employees at all levels within your company with more senior individuals.

Your company recognises the value of fostering neuroinclusive workplaces, but the industry as a whole is still learning how to do this. Senior employees need opportunities to learn about neurodiversity in order to make the best decisions when launching initiatives. Neurodivergent individuals, meanwhile, have historically been excluded from spheres of influence where their voices can be heard.

This scheme aims to build bridges of communication between neurodivergent employees and senior employees, providing pathways to senior career advocates for neurodivergent people and access to valuable insight for senior leaders.



Neurodivergent Reverse Mentorship



How Does it Work?

Employees at any level who self-identify as neurodivergent are paired with senior leaders at their same company who have decision-making capacity regarding workplace neurodiversity initiatives.

The neurodivergent individual acts as mentor to the more senior individual, educating them and providing insights into neurodiversity and the experiences that neurodivergent individuals have with their specific company culture and environment.

Mentor and mentee will communicate with each other and with GAIN on a regular basis, making a commitment to both the mentor relationship and the mentorship scheme as a whole.



Neurodivergent Reverse Mentorship



Who is Eligible to be a Mentor?

Successful mentors must

- Be currently employed at a GAIN corporate member company
- Be an individual member of GAIN, or sign up as one as part of the pilot
- Have direct personal lived-experience of neurodivergence, whether formally diagnosed or self-identified
- Be willing to disclose both to GAIN and their assigned mentee their neurodivergent condition
- Be willing to speak with their mentee both on the broader topic of neurodiversity and their own personal experiences
- Be willing and able to commit to the minimum level of active participation of the mentorship scheme

Full details of the eligibility criteria can be found in the Mentorship Outline documents available to download [here](#).

As this is a pilot scheme, we may reject otherwise-eligible candidates due to a need to limit overall participation numbers, and/or to manage an appropriate balance of participation from each member company. Eligible but unsuccessful applicants will be free to reapply when the wider scheme launches.

Neurodivergent Reverse Mentorship



Who is Eligible to be a Mentee?

Successful mentees must

- Be currently employed at a GAIN corporate member company
- Be an individual member of GAIN, or sign up as one as part of the pilot
- Be in a decision-making role with capacity to influence neurodiversity initiatives within their own company
- Have a basic understanding of neurodiversity and a desire to create active change within their company to foster a neuroinclusive workplace
- Be willing and able to commit to the minimum level of active participation of the mentorship scheme

Full details of the eligibility criteria can be found in the Mentorship Outline documents available to download [here](#).

As this is a pilot scheme, we may reject otherwise-eligible candidates due to a need to limit overall participation numbers, and/or to manage an appropriate balance of participation from each member company. Eligible but unsuccessful applicants will be free to reapply when the wider scheme launches.

Neurodivergent Reverse Mentorship



What is the Commitment?

Successful applicants will

- Be paired for 6 months from 01/09/2023
- Meet a minimum of once every 6 weeks during the pairing
- Commit to prioritising and showing up for their mentorship meetings, and to communicating with their peer on availability and capacity
- Complete the mentor agreement form collaboratively with their paired individual at the start of the pilot
- Submit feedback to GAIN a minimum of 3 times as directed to by GAIN
- Supply GAIN a One Page Profile to be shared with their paired individual at the start of their commitment period
- Take responsibility for maintaining their relationship with each other
- Complete an evaluation form at the end of the pairing

Full details of the commitment can be found in the Mentorship Outline documents available to download [here](#). We will supply templates for all required forms and documents.



Interested in Taking Part?

Check out the full mentorship outline documents and links to application forms at [\[LINK\]](#)

If you have any further questions about the cross-company peer mentorship pilot, you can contact us at info@gaintogether.org

GAIN