



 **SPL Reporter / Western Cape Dept Local Government**

Middle Management Mentoring and Coaching Programme for Local Government

On 9 September 2021, selected Mentors (Municipal Managers) and Mentees came together for a one-day Orientation Workshop at the Durbanville Conference Centre for the Middle Management Mentoring and Coaching Programme.

The aim of the programme is to further advance and develop the career of middle managers and to ensure the systematic transfer of skills, knowledge, behaviours and attitudes from Municipal Managers and Section 56 Managers to middle managers. This programme is funded by the Hanns Seidel Foundation (a long-standing partner of both the Department and Stellenbosch University) and coordinated by the University of Stellenbosch, School of Public Leadership together with the Department.

During the workshop Mentees were introduced to, amongst others :

- The similarities and differences between mentoring and coaching;
- Assessing your mentoring and coaching skills;
- The benefits of basic qualities and mental models;
- Communication: the glue for mentoring and coaching; and

- Applying mentoring and coaching at work.

The Mentoring and Coaching Programme will be spread over 7 months entailing individual sessions where mentees will be spending 3 days in a month at another municipality. Both Mentors and Mentees will be required to write a report on each mentoring visit and the mentors have to provide reports on the mentees. Reports will be evaluated by the Project Coordinator. A closing seminar will be held with the mentees and mentors.