

# Mutual Mentoring @WRK

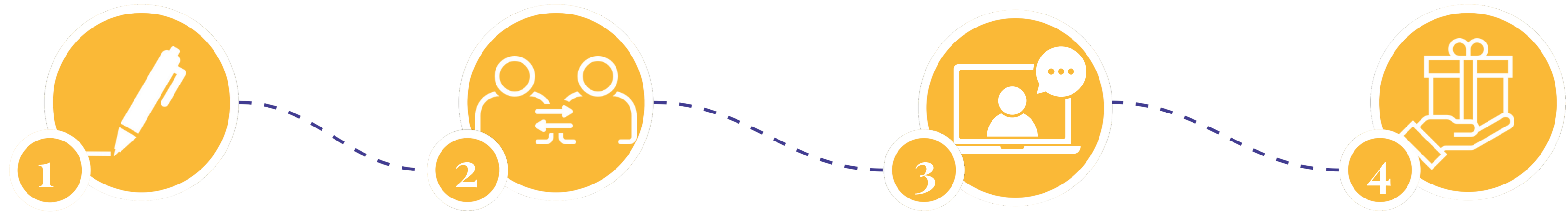
Meaningful connection & shared personal  
development for Software Engineering Leaders



**WRK**digital 2025

# THE APPROACH

*The most important thing!*



## SIGN UP

Join for a month!

## PAIR UP

Connect with  
another WRK Mutual  
Mentor!

## SHOW UP

Weekly calls,  
connection &  
development!

## SHARE

Let others share  
your experience



# Why Mutual Mentoring?

**Mentorship** usually means seeking guidance from someone with experience and expertise you don't have.

**Mutual mentoring** is like mentoring, but the relationship goes both ways. It's an opportunity for two people to build a relationship and learn from each other, without hierarchy getting in the way.

I'm a firm believer in all relationships being two way. I've seen many workplace mentoring programmes and relationships implode under the sheer weight of their own bureaucratic, hierarchical and administrative foundations.

I also appreciate what busy lives you lead as engineering leaders. Hopefully committing to 4 weeks periods makes this as accessible as possible, as often as possible.



# What is Mutual Mentoring @ WRK?

A free and fun approach to **relationship building** and **shared personal development** that enables Tech Leaders to feel supported in their roles and stay connected outside of their organisations.

Mutual Mentoring @ WRK aims to:

- Provide **a safe space** for Tech Leaders to connect and tackle meaningful content
- Support Software Engineering Leaders by connecting around **what is of most value** to them at the time they choose to participate
- Build connections that **cut across** locations, projects and organisations
- Provide opportunities to meet each other at bi-monthly meetups and social events



# What Triggered Mutual Mentoring @WRK?

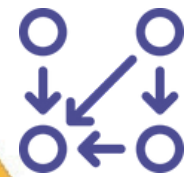


## Strategic Relationships

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With the shift towards remote and hybrid working, it's become more difficult to build deep relationships.

We bring the Yorkshire software engineering leadership community together with **meaningful connection**



## Project & practice dependencies

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While some Tech Leaders jump frequently between projects, others can end up **speaking to the same small group of people**



## Diversity & creativity

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The personalities, backgrounds and capabilities of the community are so varied, yet we only **scratch the surface in terms of harnessing it**



## Visibility of content

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So much great content gets produced each day, yet the **majority of it goes unseen** by the majority or those craving exposure to innovative thinking



# How to be a great participant!



## Stand by your commitment

30 minutes a week may sometimes seem a challenge, but over a month, it's just 2 hours out of 160 working hours available to you (1.25%!). Agree to seeing **value both ways, prioritise it** and **make it happen**.



## Make it work for you both

You may have an instant connection, you may not. Get a sense of **how you both want the four weeks to play out** and run with it. If you feel a previous session didn't quite work, have a chat and **fix it for the next one**.



## No plan, no problem

Don't cancel your sessions just because you haven't prepared anything or something isn't fully complete. You can fall back to discussing your Mentoring @ WRK **Profiles, Conversation Cards** or just **check in on the week you're having**.



## Create a safe space

Sometimes, it's just great to speak to someone new and feel safe in the knowledge that what you share **can be kept private** if you so wish. **Ask daft questions**, show **vulnerability** and **support** one another.



## Encourage and inspire each other

There's nothing quite like hearing people speak about what they're **passionate about**. **Listen** to each other, create **energy**, **pour fuel on one another's ideas** and **be the meaningful connection you know you are**.



## Embrace both hats

In pairs, naturally, there may be a **skew towards someone more senior** or towards someone sharing the **majority of the content**. Challenge each other to **flip between mentor and mentee**, either ad-hoc or perhaps on a week-by-week basis.

# About me

James Westwood is a Co-founder & Director @ WRK digital with over 15 years experience as a specialist Tech Recruiter building trust-based, authentic relationships with candidate and client communities.

Prior to my role at WRK I was a key part of the Software Engineering Practice and team manager for a group of Software Engineering focused recruiters at Harvey Nash. I started my Tech Recruitment career back in 2007 and had 10+ years with Lorien Resourcing where I managed a small team from a Leeds HQ.

I'm on a personal journey as a people leader and love sharing my knowledge and experience. Over the past 15 years I've been fortunate enough to work with some of the best software engineering leaders in the UK. Mentoring to share knowledge, experiences and expertise has been a big part of my journey.





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## 2025

*The WAVES of 2025*

