## Mentoring

Over three years ago, mentoring came in to place within Phoenix support services to provide guidance for all of our new staff joining the company, we've all been 'new' and It can be daunting right? So this is exactly why mentoring is provided during the first three months to help ease the nerves along with building knowledge around the company and the job role itself!

New staff members receive a weekly call from our mentor and three different points of topics are discussed in detail all following the Phoenix company policies and procedures, staff are able to ask questions and receive support and advice in line with their roles to gain further understanding and confidence.

In December 2023 we reached our 100<sup>th</sup> Mentee!!! Wow!!! The commitment, engagement and involvement has been a blast knowing that your future is being fully supported, we look forward to the next 100!

Kelly