

PP04

Reverse mentoring – a useful tool for integrating into the system and making a change

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Abstract

Introduction: Reverse mentoring is useful for closing the generational gap, improving inclusion, and developing skills. Here, a junior team member mentors a senior team member. The scheme run by the Future Leaders Program is open to International Medical Graduates (IMGs) in Yorkshire and Humber. The aim is to close the differential attainment gap by encouraging Equality, Diversity, and Inclusion (EDI) conversations.

Method: Matching is done by MentorNet®. Mentor training consists of handbook, induction, and supervision meetings. We planned for three virtual meetings within 6 months.

- Session 1 – Aims and lived experience.
- Session 2 – What does it take to feel safe, valued, and accepted?
- Session 3: Setting up IMGs to succeed and the impact of the first placement on their careers.

Discussion: Reverse mentoring is beyond sharing bad experiences as it creates avenues for reflection and insights on how to better integrate into the system.

We do not need to have a bad experience before we advocate for EDI in our workplace. Sharing positive experiences is a powerful tool.

Pairing Nigerian Junior doctors in the UK with senior doctors in Nigeria would reduce the impact of 'brain drain' and be a positive tool for exchanging knowledge and skills with the Nigerian workforce.

Keywords: *reverse mentoring; equality; diversity; inclusion; IMGs*