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|  | **Essential** | **Desirable** |
| Academic/ Professional | * Qualified doctor or dentist
* Member of FMLM
 | * Qualification related to leadership and management
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| Knowledge | * A broad understanding of the vision and purpose of the FMLM
* Understanding of the purpose and process of mentoring, and its distinction from coaching
 | * Understanding of the wider leadership agenda in the UK in the context of the effectiveness of the health and healthcare system
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| Interests | * An enthusiasm for medical leadership and management issues
* An enthusiasm for mentoring and developing others
 | * Engagement in the development of effective leadership and management in health and healthcare
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| Skills | * Utilises an active listening approach
* Able to challenge the mentee in a constructive manner, so as to help them develop insight, achieve results and become more proactive
* Supports idea generation and reflection (being a sounding board).
* Able to take a long-term view and support a mentee in identifying possibilities.
* Receptive to new ideas and alternative ways of thinking.
 | * Experience of building, managing and leading teams
* A "track record" of building talent, including succession planning
* Skilled at identifying and knowing how to develop networks.
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| Values and personal attributes | * Commitment, including making sufficient time made available
* Maintaining confidentiality
* Self-awareness (effect of one's own mood and actions on others)
* Sensitive to others and empathic
* Creating an open, non-judgemental climate for discussion
* Reliable and trustworthy
* Treats people fairly and equally
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