



Mentoring Matters: Unlocking Potential Through Connection

Charity Learning Conference & Awards

20 November 2025

Dani Saadu – Global Talent & Culture Leader | Author | Speaker



Perfect Timing for Deep Connection

90 Minutes Together

Time to explore the *why* behind mentoring and create real connections that matter

Interactive Journey

Stories, discussions, and hands-on speed mentoring to experience the power firsthand

Strong Foundation

Leave with practical insights and genuine connections to transform your organisation

Our Journey Today



Meet Dani Saadu

Passionate About People's Potential

- Global Talent & Culture leader with 15+ years experience
- Co-author of *The CAPEX Formula for Learning & Performance* (Amazon #1 bestseller)
- Champion for mentoring across careers, leadership & organisational growth
- Arsenal fan 🏆 and F1 enthusiast 🏎️

Believer that everyone deserves a mentor and everyone can be one.





Why Mentoring Matters to Me

"The Power of a Single Conversation"

My career changed when Bertie, a HR Leader, saw potential I couldn't see myself. One coffee conversation opened doors I never knew existed.

Now, after mentoring dozens of professionals and being mentored by incredible leaders, I've witnessed how these relationships unlock potential we didn't know we had.

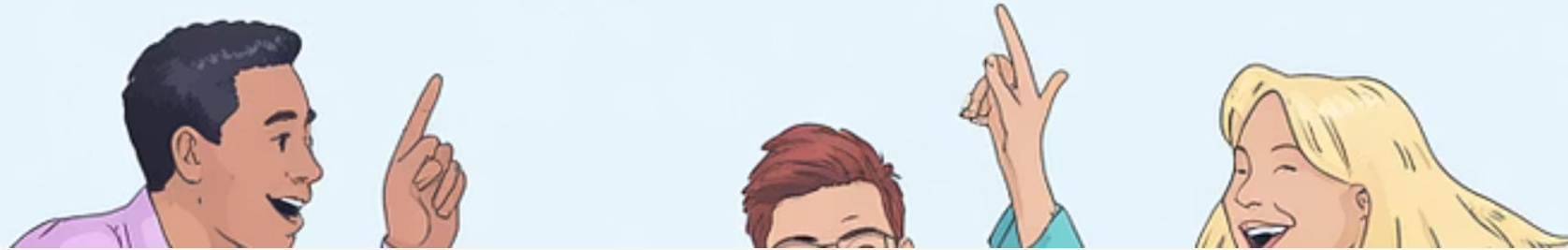
Mentoring isn't just professional development – it's [human connection](#) that transforms lives and organisations.

Let's See Who's in the Room

- Do you currently have a mentor?
Someone who guides your professional growth and development
- Are you mentoring someone?
Sharing your experience to help another person grow
- Have mentoring conversations helped you overcome workplace challenges?
Those moments when guidance made all the difference
- Do you find mentoring an enjoyable way to learn?
The joy of growth through meaningful relationships

Unlocking creative potential together

Get Started



The Evidence is Clear

70%

Higher Job Satisfaction

Mentored employees report significantly greater workplace happiness (CIPD, 2024)

5x

More Likely to be Promoted

Mentees advance their careers faster through guidance and advocacy

89%

Improved Leadership Skills

Mentors develop better listening, coaching, and people management abilities

25%

Higher Retention

Companies with strong mentoring cultures keep talent longer

Understanding the Differences

Mentoring

Long-term relationship focused on wisdom-sharing, career guidance, and personal development through experience

- Broader life and career perspective
- Relationship-based trust building
- Storytelling and experience sharing

Coaching

Short-term engagement targeting specific skills or performance improvements through structured techniques

- Goal-oriented outcomes
- Structured methodology
- Skills-focused development

Sponsorship

Advocacy relationship where senior leaders actively promote opportunities and visibility for their protégés

- Opening doors and connections
- Active career advancement
- Strategic positioning

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As L&D professionals, understanding these distinctions helps you design more effective development programmes.

Why Mentoring Matters for Charities



External Perspectives

Fresh insights from experienced professionals who understand the charity sector's unique challenges and opportunities



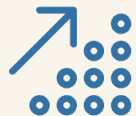
Building Resilience

Developing strength and adaptability during periods of change, uncertainty, and resource challenges



Supporting Inclusion

Creating pathways for diverse talent to access leadership opportunities and break through traditional barriers



Future Leaders

Developing tomorrow's charity leaders cost-effectively through wisdom transfer and relationship building



Mission Impact

Stronger leaders and teams create greater impact for the communities and causes you serve

Share Your Mentoring Story

In Pairs...

From a Mentor

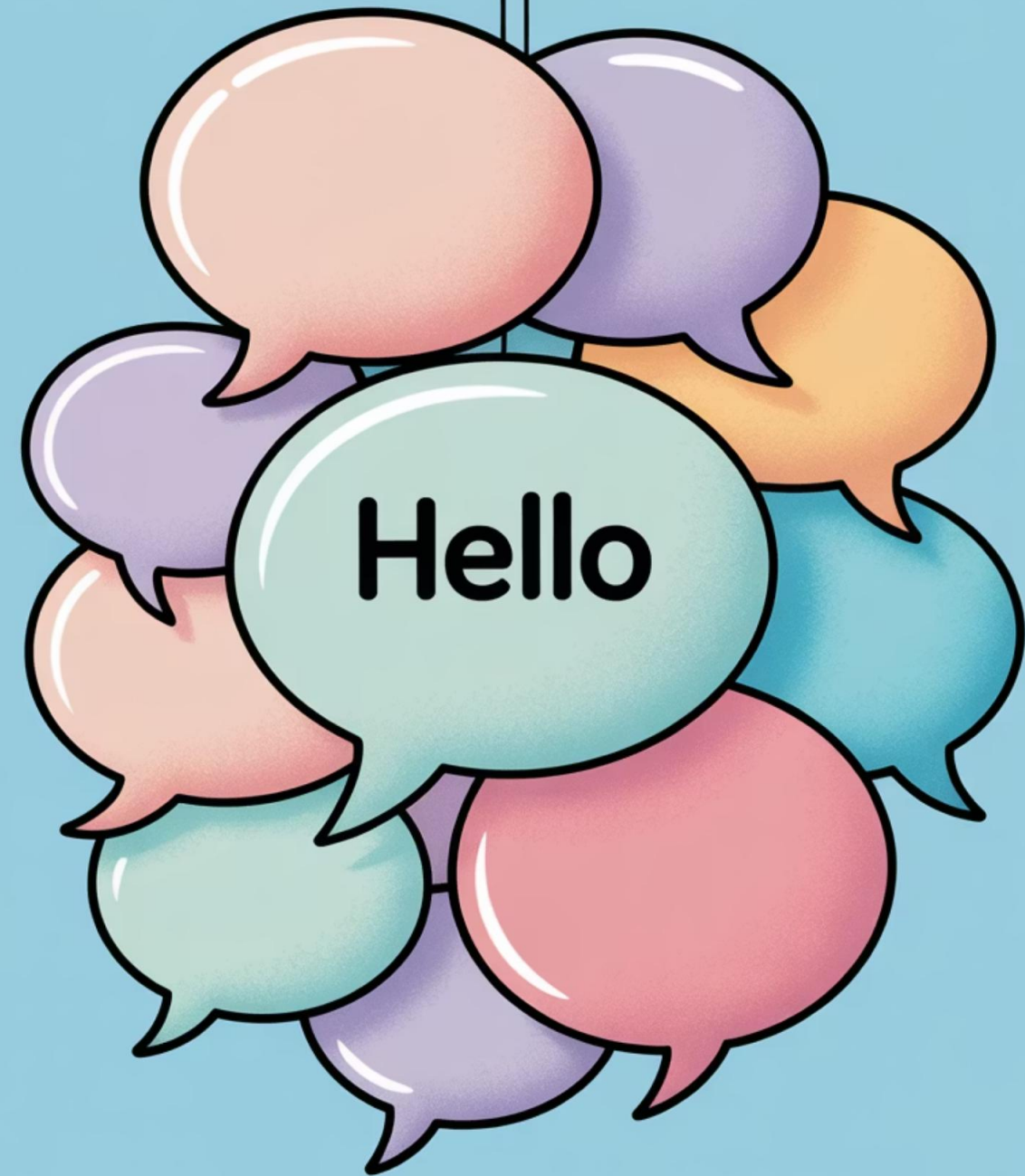
"What's the single most valuable thing you've gained from having a mentor?"

As a Mentor

"What's the single most valuable thing you've given as a mentor to someone else?"

From a Mentor

"What's the one thing you would like to be mentored in right now?"





Benefits Flow Both Ways

For Mentees



- Increased confidence and self-awareness
- Accelerated skill development
- Access to valuable networks
- Strategic career guidance
- Emotional support during challenges

For Mentors



- Enhanced leadership and coaching abilities
- Fresh perspectives on current trends
- Deep satisfaction from making a difference
- Expanded professional networks
- Reflection on their own career journey

📌 The "double benefit" effect – when both mentor and mentee grow from the relationship, organisations see compound returns on minimal investment.

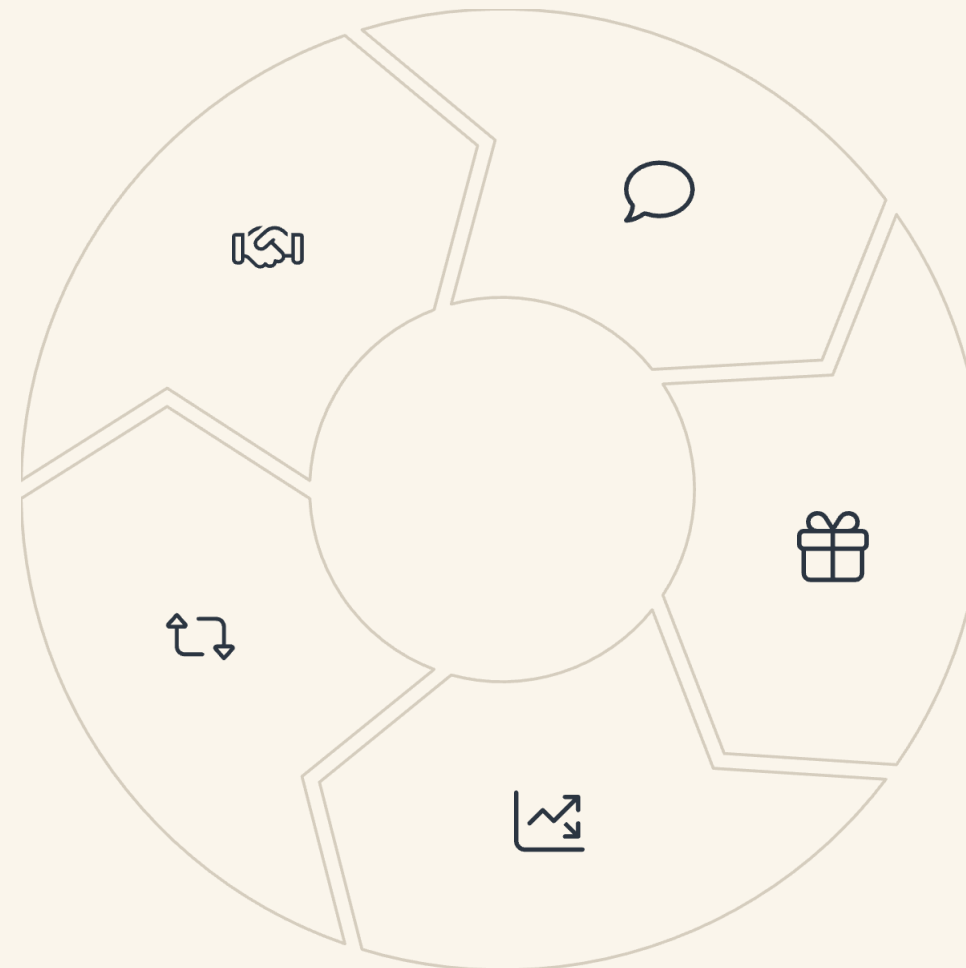
Speed Mentoring: Let's Connect!

Meet Someone New

Find a partner from a different charity
– diversity enriches the experience

Rotate & Repeat

Move to your next partner and
discover new possibilities for mutual
support



Share Your Story

Role, experience, and what unique
perspective you bring to mentoring
relationships

Offer Your Gifts

Skills, knowledge, or experience you
could share as a mentor to help
others grow

Express Your Needs

Areas where you'd value mentoring
support or fresh perspectives for your
development

30 minutes total | 3-4 minutes per partner | Follow the timer 🕒



Let's
innovate

What Did You Discover?

What Surprised You?

Those unexpected moments of connection or insight that caught you off guard

Did You Feel a Spark?

Real connections where you thought "I'd love to continue this conversation"

Organisational Impact

What would it mean if you brought this energy and connection back to your charity?

The magic happens when we move beyond networking to genuine **human connection** focused on mutual growth and support.



Your Call to Action



Recognise Your Role

As L&D professionals, you shape people's growth journeys – mentoring amplifies your impact exponentially



Embrace the Tool

Mentoring is one of the most powerful, cost-effective development tools available to your organisation



Start Today

Don't wait for the perfect programme – begin by finding a mentor for yourself or offering to mentor someone else



Create Ripples

Your mentoring relationships will inspire others, creating a culture of growth and mutual support

Thank You for This Journey

"Mentoring is about unlocking potential – for yourself and others"

Every conversation has the power to change a career, transform an organisation, and amplify your mission's impact.

Stay Connected

Dani Saadu LinkedIn: [/in/danisaadu](https://www.linkedin.com/in/danisaadu)

Continue Learning

Charity Learning Network

Resources, events, and community for ongoing development

Go forth and mentor – the charity sector needs your wisdom, experience, and heart. ❤️

