

Metro North Health CULTURE & ENGAGEMENT



Reverse mentoring

Time: Approximately 1 hour.

Materials needed: None.

Participants: Team or department.

Values in Action: Teamwork, Integrity, Respect, High Performance.

Outcomes: Fosters mutual learning, promotes collaboration and open-mindedness, and supports leadership and personal develop across all levels.

Purpose

This activity bridges generational and experience gaps by encouraging junior and senior team members to learn from each other. It helps newer staff share fresh ideas and perspectives while enabling experienced staff to provide guidance and leadership insights — strengthening understanding and respect across the team.

How to run the activity

Step 1: Pair up (5 minutes)

- Create pairs consisting of one junior and one senior staff member.
- You can assign pairs randomly or match people based on complementary roles or shared interests.

Optional: Let participants choose pairings or rotate partners in future sessions for broader learning.

Step 2: Junior staff leads the conversation (15–20 minutes)

Invite the junior team member to take the lead first. They may share:

- New tools or technologies they've used
- Trends or shifts in workplace culture
- Challenges faced by newer employees
- Ideas for improving ways of working

Prompt ideas:

- What's one thing you wish senior leaders understood better about your role or experience?
- How do you think we could innovate or improve a team process?

Step 3: Senior Staff shares insights (15–20 minutes)

Now, the senior team member shares their perspective. They might discuss:

- Lessons learned through leadership and decision-making
- Navigating organisational change
- Building resilience and long-term growth
- How values have shaped their leadership journey

Prompt ideas:

- *“What’s one leadership lesson you wish you learned earlier?”*
- *“How do you stay grounded during periods of uncertainty or change?”*

Step 4: Reflect and debrief (15 minutes)

Bring pairs back together into the full group for a shared reflection. Use guiding questions like:

- *“What was something new or unexpected you learned?”*
- *“Did any assumptions shift during the conversation?”*
- *“How can we continue learning from each other across levels?”*
- *“What’s one insight you’re taking away from your mentoring partner?”*

Optional: Capture reflections on a flipchart or digital board.

Optional tips and enhancements

- **Rotate regularly:** Run monthly or quarterly sessions with new pairings.
- **Reverse Mentoring Circles:** Try small groups of 4–6 instead of pairs.
- **Follow-up actions:** Invite pairs to keep meeting informally.

Key takeaways

- Learning goes both ways — regardless of role or tenure
- Listening to diverse voices builds a stronger, more inclusive team
- Small conversations can spark big changes in mindset and practice

Wrap-up message

“Reverse mentoring reminds us that everyone brings value to the table — no matter their title or experience. When we listen with curiosity and share with honesty, we all grow.”