

Pairing up two members of staff to 'buddy' one another is a practical development opportunity. Buddying is usually more informal than mentoring.



Buddying helps talented staff gain confidence and awareness without the need to draw on management expertise.

Buddying helps to share experiences and provides opportunities to gain a deeper insight into different ways of working.

How to deliver it

Select a team member who's more experienced than the staff member you wish to develop further (those involved in earlier talent development opportunities may be well placed to buddy up with new talent).

Pair up the two members of staff and make sure they're both clear on the purpose of buddying. Check progress through regular supervisions.

Buddying opportunities are usually offered for short periods of time but don't need to be (for example, you can use a Buddy system for the duration of a learning programme).

Go to www.skillsforcare.org.uk/developoptalent for more on 'Development opportunities'.