

# Development opportunity

## Share expertise: Become a buddy

By becoming a buddy to a new recruit, your talent can share their expertise and experience to support the new staff member.



### How it develops talent

- Enables them to learn how to support new staff into the role, from sharing experiences to teaching how to use systems and processes.
- Strengthens interpersonal skills and how to support the induction of different staff.

### How to deliver it

- You can choose to buddy talent with new recruits, either as part of the initial induction of all new staff or offer to some new starters who feel they would benefit from additional support.
- Use staff with a lot of experience to buddy with new starters. Determine the length of time the support should usually be provided for, though extensions can be considered.

From the buddy experience I've learned that I'm a very approachable manager.

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**Aspiring Manager, part of Skills for Care's Aspiring Manager programme**



Go to [www.skillsforcare.org.uk/developoptalent](http://www.skillsforcare.org.uk/developoptalent) for more on 'Development opportunities'.