

New Starter Network Buddy guide

Thank you for volunteering to be a Buddy in the LSE New Starter Network. Your dedication and support are invaluable in helping our new starters feel welcomed and empowered to succeed.



Introduction to Your Role

Your main duty as a Buddy is to act as a guide for new LSE PS staff. This includes giving guidance, addressing enquiries, providing help whenever necessary and helping them adjust during their initial months at LSE. We're not asking you to replace their manager, we're asking you give them the benefit of your knowledge and experience at LSE.



THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE

Organisational Learning & Development:
HR.Learning@lse.ac.uk

5 Buddying Tips

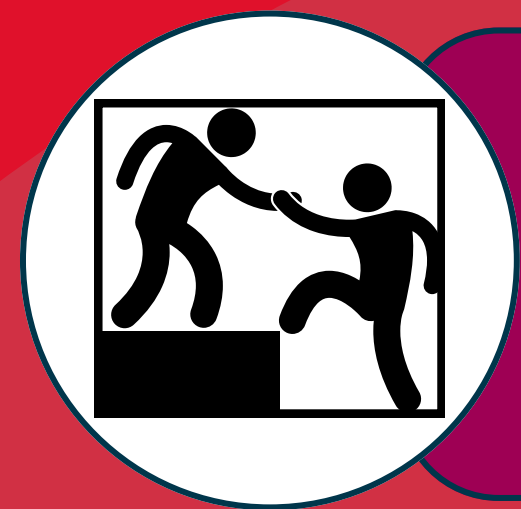


1. Responsibilities

Familiarise yourself with the induction process and resources. Be a prompt point of contact for support. Help acclimate the new starter to the culture of LSE using the benefit of your own experience and knowledge of the School. Don't try to be their line manager, just be a buddy.

2. Communication

Regularly communicate with new starters, be approachable, responsive, proactive, encourage open dialogue, and create a safe space for questions and assistance.

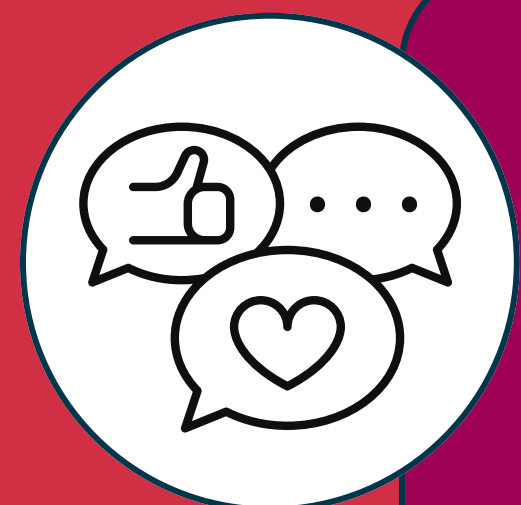
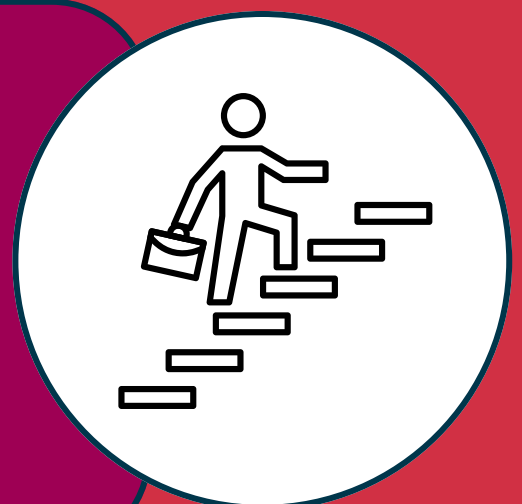


3. Help and Support

Provide practical advice, insights, and tools based on your own LSE experiences, offer resources for new starters that you found useful.

4. Professional development

Signpost them to learning opportunities, training, and networking events they can leverage at LSE to develop and progress their career. If appropriate, share your career journey to inspire and guide their development.



5. Feedback and Evaluation

Ask for feedback from your assigned new starter to assess the effectiveness of your support and identify areas where further support is needed. Adjust the relationship based on this feedback over time, working towards a position where they no longer need you as a buddy.



Unlock Your Potential with LSE's New Starters Network!

Joining our New Starter Network opens doors to personal and professional growth.

The Buddy relationship is beneficial for both parties!

- **Share Your Knowledge** - Share your experiences, insights, and lessons learned with others, contributing to a culture of learning and growth within the School.
- **Build Meaningful Connections** - Establish meaningful connections with new colleagues, fostering a sense of belonging.
- **Make a Difference** - Make a positive difference in someone else's career by providing encouragement, guidance, and support during their transition.
- **Enhance Your Skills** - Strengthen your leadership, communication, and people skills as you guide and support others, enhancing your own professional development in the process.



Please contact your Organisational Learning and Development team on hr.learning@lse.ac.uk for further details and support.

We look forward to hearing from you!