

## Mentoring for leaders

Leadership today calls for increased levels of judgement, clarity and decisiveness. These qualities have to be displayed in an increasingly competitive environment. Complex issues can significantly affect successful functioning. Even the most effective leaders experience feelings of anxiety and inadequacy. This can precipitate inertia, frustration and stress.

Mentoring is a completely confidential individual support service. It works through the establishment of an ongoing one on one trust based relationship with a mentor who has skills, knowledge and experience which can be drawn upon for inspiration, reflection and professional development. It provides space in which to undertake structured reflective thinking and the opportunity for dialogue about pressing and stressful issues. It can transform the isolation of leadership into new ways of thinking generating energy and excitement and enhancing creativity. It reduces stress and improves overall performance.

Our mentoring service offers challenge, advice and support including:

- Scheduled face to face or telephone consultations
- Availability for unscheduled discussion when urgently needed
- Unlimited telephone access

### Benefits

- Regular opportunities to appraise business options
- Support and advice about future business opportunities
- Greater clarity about future vision and business expansion
- Provision of space, time and expertise to support the creation of a long term bespoke business strategy
- Increased profitability through well thought out strategy

Helps with.....

- Developing an individual leadership style
- Priorities and time management
- Business planning and growth
- Overcoming objections to change and developing consensus
- Developing great staff

## **Our Mentoring Programmes**

*Conducted personally by Sheila Stokes White who has over thirty years experience in this field. Costs are available on request*

### **Initial - 3 months**

This is the programme for you if you would like an introductory opportunity to test the value of mentoring for you and experience how useful it can be. The sessions can be once a month or any other frequency which suits your schedule. We usually suggest these should be no more often than weekly.

### **Standard – 6 months**

This programme will suit those who have previously experienced mentoring or have done the initial programme. It is a renewable contract time limited to 6 months but easily expanded into the extended programme if you wish.

### **Extended – 12 months**

Our extended programme is for those customers who would like to have continuing mentoring support – often useful to a chief executive, owner manager or leader - who knows the value of such confidential support. Sessions can be at a frequency negotiated so suit you.

### **Bespoke Programme**

These are normally negotiated with our client personally and include the range of components in our other programmes but with a focus on individual requirements delivered in a tailor made programme addressing highly confidential needs and with priority access to the mentor. This format often suits highly pressured entrepreneurs who can paradoxically require both regular and unpredictable confidential advice as well as urgent and even crisis driven need for mentoring and informed challenge. We only offer a small number of bespoke programmes each year. The bespoke programme is usually offered on a retained basis over an agreed period to ensure maximum flexibility and accessibility. The fee is individually negotiated.