

Strengths-based structured mentoring Program -The Flyer

Our Partnership approach – We

- Co-create the 12-month program with you
- Implement internally a Working group (WG) & Steering group (SG)
- Meet weekly and monthly with WG/SG
- Provide profile forms for onboarding participants
- Partner and consult into the matching process (provide criteria)
- Collect data from strengths analysis, surveys, and feedback to sponsor our share statistical insights-compared to benchmark
- Deliver training workshops for mentors and mentees
- Provide and host check in for groups of mentors & mentees QTR
- Provide thought leadership
- Provide supervision & governance
- Provide structure and process throughout life of the program
- Provide documents for capturing meetings
- Provide a communication strategy(x5)
- Provide an Engagement strategy
- Provide surveys mid and end
- Measure and monitor success
- Provide comprehensive manuals of Tools and Frameworks & individual documents online
- Support you throughout the entire program
- Provide Surveys on fulfilment working from home, Leadership hygiene, Leader feedback
- Focus on marginal gains across multiple disciplines- kaizen theory
- Partner to educate well-being services
- Prepare you to run your own programs

Organisational goals for the program- The diagnostic- what are we solving for?

- Engagement
- Attrition
- Well-being
- Performance & development
- Internal learning and development culture
- Leader as coach/mentor
- Working and leading remotely
- Culture & Trust
- D&I

Our workshops

Our Tools

- Strength's analysis
- Stakeholder relationships
- Flourishing wheel (well-being)
- Motivation
- Fixed growth mindset
- Self-compassion / Self-regulation
- Listening / Values
- Capacity model & time management
- EQ / Self-esteem / Burnout / Psychological safety
- Harvard & 3Qetc leadership survey / +suite of surveys

How to Mentor
Effective Mentee
Process
Documentation
Resources
Supervision
Understand the self-audit
Marginal gains

Our Frameworks

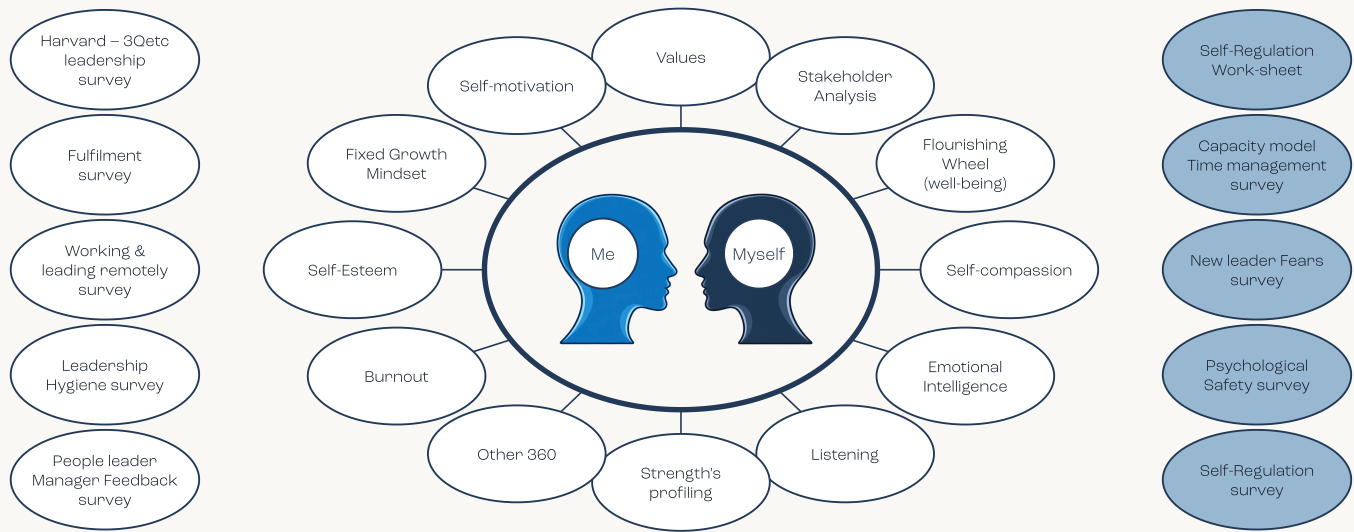
- Language style, questioning & listening
- Unconscious bias
- Feedback, giving and receiving
- Well-being
- Goal theory
- Journaling
- Brand, values
- Re-GROW & SMART goals
- Scaling
- ACT (Acceptance Commitment Training)

(All our, tools and frameworks are evidenced based and founded on positive psychology and coaching techniques)

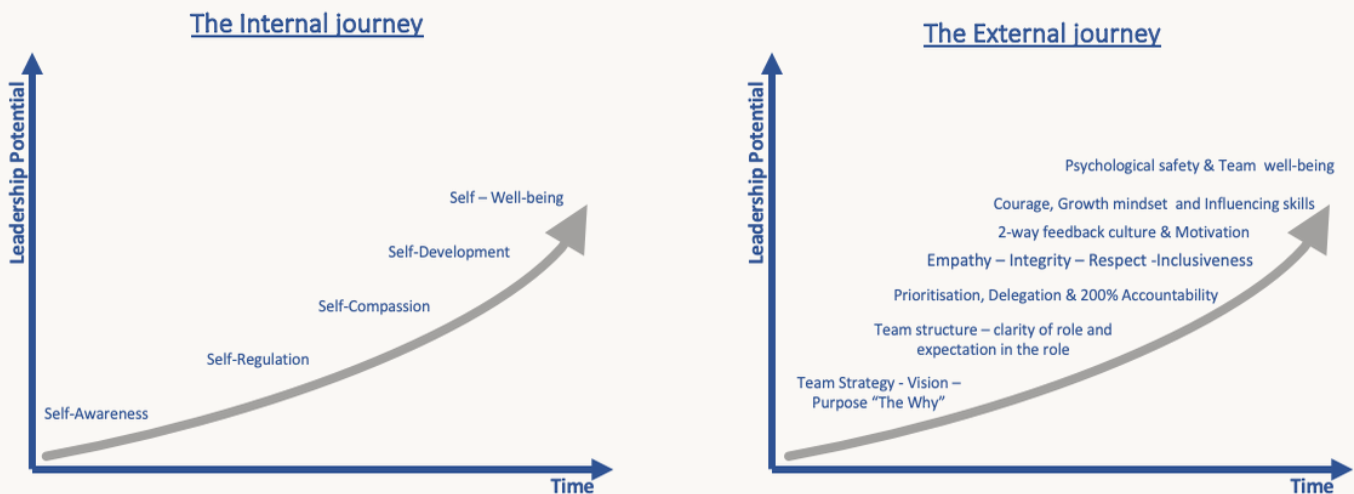
Bringing some tools together



The self-Audit



The Mindful Leader



The compounding effect of our tools and frameworks

