



HIGH PERFORMANCE MENTORING PROGRAMME

Giving people and businesses
the competitive edge



“Live as if you were to die tomorrow.
Learn as if you were to live forever”.

Mahatma Ghandi





TRANSFORM

Why?

As a growing number of organisations are faced with multiple challenges and the overwhelming stress-inducing demands of corporate life, InsideOut High Performance Coaching services will deliver an entirely new and exciting approach, enabling people and businesses to improve their skills and capabilities.

With so many vital components needed to create and grow a successful business, external coaching can have a dramatic impact on staff retention and performance.

How are you monitoring and developing the following elements of your team?

- Mentoring
- Personal development
- Leadership
- Team building
- Communication
- Coaching skills

The InsideOut High Performance Mentoring Programme will provide tools and guidance within the workplace to help cultivate a personal development ethos with a range of benefits able to take your business to another level.

Mentor Programme Objectives and Outcomes

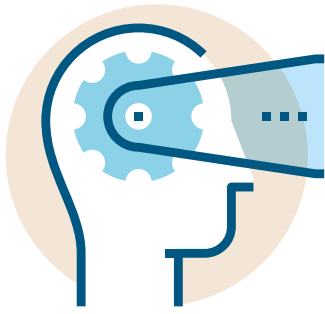
Overview

Designed to take people to advanced and wide-ranging performance levels, bringing greater self-awareness, attention and resourcefulness to their role, with a focus on working more collaboratively with their peers and mentees.

Tailored to provide the mentor with specific and proven mentoring methods, helping them grow individually whilst unlocking further high performing potential within themselves and their mentees. Moving away from command and control to an empowerment and self-development philosophy and workplace culture.

Who is the programme designed for

This programme is designed for managers and leaders who want to give something back and who understand the importance of investing in and guiding less experienced colleagues. They recognise the benefits to them, to their mentees and to the organisation as a whole. Building bench strength in this way is key.



VISUALISE

What does InsideOut mentoring programme look like?

The mentor

Being a mentor is being a trusted adviser. It can mean a lot of different things but at its core it is making yourself available to support and advise someone when they need it, delivering that support in a way that makes sense to them, and always keeping that person's best interests in mind, always encouraging and moving forward on a learning journey. As a mentor, you know something your mentee doesn't, and you care enough to help them succeed.

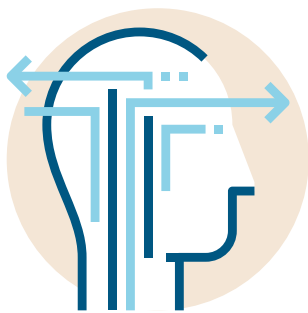
Mentoring someone long-term allows you to get to know and understand their personality, learning style and goals. This allows you as the mentor to offer richer, more relevant advice over time. A great mentor sees their mentee as a person and valued individual with potential and willingness to learn and develop, not just a member of staff. The mentee's success is the mentor's success.

Within Sequel Business Solutions mentor programme, the mentors are acting as 'career mentors', serving as career advisors that provide advice and guidance. They help reinforce how a mentee's role and contributions fit in to their long-term career goals, and how they may fit in to the bigger picture of the firm's goals.

“

“A mentor is someone who sees more talent and ability within you, than you see in yourself, and helps bring it out of you”

Bob Proctor



OPPORTUNITY

What's included

Overview

- Unpacking the role
- Why mentoring works
- What makes a great mentor?
- The mentor mentee relationship
- Clarity, confidence and confidentiality
- The magnificence of goal setting
- System and structure
- How to get the best out of others

The Coach approach to mentoring

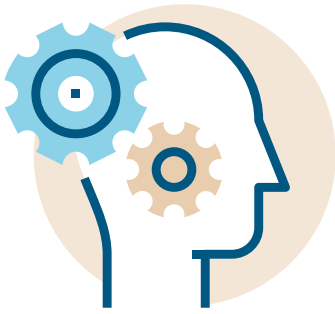
Introducing helpful coaching techniques tips and tools to enhance the mentoring experience

- Asking powerful questions
- The art of listening
- Sharing not telling
- Criticism v's feedback v's learning
- The significance of trust and safety
- What gets in the way of success?
- Raising confidence and self-esteem
- The 6 precepts to success

“

“In learning you will teach, and in teaching you will learn”

Phil Collins



APPROACH

Operating from the InsideOut

The brain at work

Neuroscience in the workplace! How a little understanding of our brain can transform productivity and effectiveness.

- The brains organising principle. Threat or reward
- The trouble with feedback
- Being strategic with energy resources
- Brain based productivity
- Good stress and bad stress
- Peak performance
- The myth of multitasking
- Overcoming distraction
- Using visuals

The mindful approach

- Awareness. Inside and outside
- Attention training. Attention with intention
- Emotional regulation
- Empathy and compassion

“

“You cant stop the waves, but you can learn to surf”

John Kabat-Zinn



SOLUTION

The Programme

Programme overview

- 90-120 minutes meetings including breaks
- 2 groups - 4 mentors per group
- 1 meeting per group per month
- 6 month duration – 6 meetings per group

Group dynamic

- Task setting
- Role play and practice
- Individual and group goals
- Learning and performance measurement

Proposed Flow for Mentor Training at Sequel

Purely indicative and will be refined before programme start

MENTOR SESSIONS BEFORE HAVING A MENTEE

Session 1

- Introductions
- Programme content
- What makes a great mentor
- Precepts and neuroscience
- Your expectations
- Core skills
- Trust and confidentiality

Session 2

- Communication styles
- Powerful questions
- Listening skills
- Feed forward
- Challenge vs comfort
- Managing expectations
- Practicing/role playing

Session 3

- Goal setting
- Confidence and self-esteem
- Why mentoring works
- Measuring success
- Potential difficulties
- Practical matters (where, when etc)
- Preparing for first meeting

MENTOR SESSIONS ONCE THEY HAVE A MENTEE

Session 4

- Review and reflection of first mentee meeting
- Win, learn, change
- Neuro-wiring
- Managing our energy
- Dealing with stress
- Measuring success

Session 5

- Review and reflection of second mentee meeting
- Win, learn, change
- High performance habits
- Brain based productivity
- Myth of multitasking
- Measuring success

Session 6

- Review and reflection of third mentee meeting
- Win, learn, change
- Dealing with conflict
- Learning journals
- Celebrating success



OUTCOME

Why mentoring works

- It has been proven to improve employee satisfaction and retention rates
- It enriches new and current employees (mentors and mentees) confidence and development
- Helps train future leaders
- To provide staff with additional support, guidance and advice on the development of their career and their core skills, accelerating their journey
- Complementing existing appraisal processes
- Aiming to become an integral part of the culture of learning and development at Sequel Business Solutions
- Investing in personal growth as well as that of the business brings reward for both
- Collaboration and knowledge sharing

Supporting Stats

Some statistics from 2016 Deloitte Millennial Survey:

63%

63% of millennials say their leadership skills are not being fully developed.

94%

94% who had mentors said they felt that their mentor was giving them good advice.

68%

68% of those who said they planned to stay with their current organisation had a mentor. 32% did not.

The Harvard Business review found that of 45 CEOs who had formal mentoring arrangements, 71% said they were certain that company performance had improved as a result.

COACHES

About Phil and Jane



Phil Toogood

phil@insidecoach.co.uk

insidecoach.co.uk

The amalgamation of leadership experiences within the business and sporting worlds have provided Phil with the perfect tools and insights to progress his career as a Performance Coach.

Phil is an accredited 'Results' trained brain-based coach with the NeuroLeadership Institution and is following the International Coaching Federation (ICF) pathway. As a black belt at karate and a qualified instructor, Phil is also a student of mindfulness, which adds to his work / life experience and provides an additional level of understanding and uniqueness to his proven and successful coaching model.

Phil's philosophy mirrors the quote from Lou Holtz "Ability is what you're capable of doing, motivation determines what you do, and attitude determines how well you do it". This has been and still is his mantra in his professional and personal pursuits.



Jane Smart

As a qualified Leadership Coach and Mentor, Jane's focus on creating great leaders who can manage change and empower their staff has become the key to success for her clients.

Jane delivers training across a number of themes including leadership, communication, management development and culture.

Jane partnered with Phil to form Renao Club, with the aim of bringing together an exclusive group of business leaders to advance skills, drive success and deliver change. The business is on hold due to the pandemic.

“Self-discovery is when untapped potential is unearthed then unleashed. It is one of the most motivating things a human being can experience”.

Phil Toogood



For more information please contact:

Phil Toogood

phil@insidecoach.co.uk

insidecoach.co.uk



LIFE CHANGING OUTCOMES