

# Coaching & Mentoring

In addition to offering traditional one to one coaching support, our philosophy of building internal capacity is reflected in our approach to coaching and mentoring. Our programme is designed to create an internal mentoring / coaching scheme within organisations who wish to use this type of one to one support to reinforce their learning and development activities.



## Why we believe in internal mentoring schemes

In most organisations there are people who have the skills to be a coach or mentor to a colleague, to help and support their development or act as a sounding board.

In our experience, organisations who use their best people in this capacity find it an excellent way to share knowledge, best practise and model good organisational behaviour.

It can be an extremely rewarding experience for both parties and it develops a culture of internal support and continuous development.



## Our support in launching an internal mentoring scheme

This includes a selection and development programme for potential mentors and regular updates & support to help your employees settle into their new role as a mentor.

We also provide a matching service which can improve the effectiveness of a coaching / mentoring arrangement by ensuring that the learning styles, preferences and traits of the coach / coachee are compatible.

Our coaches have considerable management experience and have worked with senior executives to support their development.