



Leadership Mentoring

Introduction

Leadership Mentoring is a facilitated process designed to provide leaders and staff at work with directed guidance, and insights to navigate the complexities of leadership, develop critical thinking skills, and expand their professional skill repertoire to enhance, develop and maintain optimal functionality in their workplace.

The primary function is to focus on skill development required to grow and perform in the work role, and build strengths and capacity by assisting individuals, and or groups, to manage responsibilities through reflective and focussed discussions on a regular and planned basis. This process of dialogue and reflection fosters the individual's growth and development.

Agreement between the respective staff member/s and the organisation is established to allow for confidentiality and management of sensitive information. This process is well suited for staff who have responsibilities for others as well as those with high level individual roles. Staff in group or team settings can be assisted within a context of group dynamics also allowing for confidentiality and information sharing. In some instances, Leadership Mentoring can assist staff in managing circumstances of trauma or significant distress through a specifically planned and structured programme.

Through discussion on aspects of your work in confidence with an experienced professional the Leadership Mentoring sessions can:

- Engage in discussions, encouraging the professional to explore ideas and think critically.
- Provide the professional with constructive feedback to refocus their thoughts and perspectives and build self-confidence and resilience.
- Provide strategies and guidance about aspects of work that are of concern.
- Assist the individual in expressing frustration, anger and discouragement and gaining emotional focused support.
- Assist in addressing change and the development of new or alternative strategies in the workplace with the input of an informed and independent professional perspective.
- Assist in professional development planning and the understanding of core values.

Individual Sessions

Are usually arranged through a specific programme to meet an ongoing need at intervals and with a frequency as required. In many instances 4 weekly intervals allow for time to process ideas, solutions, and strategies, and would normally be established for a minimum of six months often extending to an annual cycle. A specific Leadership Mentoring Contract, which makes provision for the overall context of the relationship between the parties, is available if required.

Group Support Sessions

The process enables the team to explore/discuss areas of concern and work content and assist in identifying an action decision on how to respond to new insights, and or decisions. The responsibility for what is covered during each session remains with the team or group.

Discussion Points may include:

- Anticipating difficult conversations or situations.
- Reflecting on how to deal with people and problems.
- Personal reactions and feelings – members being able to be 'themselves' and talk about deeper concerns and fears.
- Bouncing ideas around and getting another perspective on your plans.
- Letting go and unwinding in times of stress.
- Celebrating a job/situation/intervention done well.

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