



# Consulting Interventions

## MENTORING, COACHING & ACTION LEARNING

### Executives

Our team of strategists, facilitators and coaches have many years of experience of successful mentoring and coaching of executives. We understand how to mentor for potential and coach for performance. We understand how to find the optimal fit between executive and mentor or coach. We have knowledge of and access to an extensive range of coaching and mentoring tools to enhance the development experience for the executive. We know how to balance the need for assessment and support, and how to set appropriate challenges that lead to lasting results. If one-to-one mentoring is not optimal, we design mentoring and/or coaching interventions for individual high potential executives that includes a structured interaction over time with selected members of our team.

### Programmes

Our mentoring development programmes are ideally suited to organisations wishing to build or enhance a culture of mentoring, where managers in a variety of roles are able to mentor others within the organisation. Programmes such as these can have a substantial, positive impact on the organisation climate, culture and values. A commitment to mentoring can enhance employee commitment and contribute to overall productivity. Mentoring programmes ideally include a competence component, where mentoring skills are tested and developed by participants, working with mentees, guided by our team of mentors and coaches.

### Action Learning Coaching

We have accredited specialists in action learning coaching. This is typically team coaching, with a focus on live projects in the organisation. The action learning coach is a thinking partner and a guide, providing many of the benefits that are also found in the consulting oversight and supervision function. Ask us about our recent experience and success in delivering mentoring development programmes.

