

Embedded Coach-Mentoring

At a glance

Suitable for: Key individual contributors, Team Leaders and Managers who want to work on a goal in their Personal Development Plan which is related to how they think, behave and impact on others. This might for example include working on resilience, ability to delegate or impact in meetings. It is **only** suitable for those based at specified locations (such as an office or production site) or who can contract to be at those locations on specified days every 2 months. The process requires a minimum of 2 and more usually 4 clients to be working with a coach-mentor at the same time.

Not suitable for: Senior leaders, Managers or associates whose schedules mean that they cannot commit to regular coach-mentoring meetings (see process below). Their needs might be better met by ‘Executive Coach-Mentoring’ or ‘Leadership Coach-Mentoring’.

Outcomes/Benefits: Support and Challenge which will catalyse the client’s development – helping the client to make change more quickly and sustainably. This process will act to increase the client’s self-awareness and increase the client’s flexibility across leadership styles.

Process: the client will be assigned to a coach-mentor, who works on regular days of the month at the client’s location, and the client will have a 30 minute pre-contract call with the client’s coach-mentor to ensure that the client’s goals for coach-mentoring are clear and that the client is comfortable with the process. The client will then follow this process:

- First meeting Face to Face 90 minutes (At the client’s location) on embedded coach-mentoring days, these are pre booked and cannot be amended.
- A 3 way contracting conversation with the client, the client’s manager and the client’s coach-mentor at either first meeting or virtually between first and second meeting.
- Second meeting telephone 60 minutes - arranged to suit schedule
- Third meeting Face to Face 90 minutes (At the client’s location) on embedded coach-mentoring days
- Fourth meeting telephone 60 minutes - arranged to suit schedule
- Fifth meeting Face to Face 90 minutes (At the client’s location) on embedded coach-mentoring days
- Sixth meeting telephone 60 minutes - arranged to suit schedule
- Final meeting Face to Face 90 minutes (At the client’s location) on embedded coach-mentoring days – to include a 3 way debrief conversation with the client, the client’s manager and the client’s coach-mentor.

Delivery Team: Executive delivery team – experienced coach-mentor-mentors, who hold European Mentoring & Coaching Council Practitioner & Senior Practitioner level Accreditation and/or Qualification and have considerable relevant business experience in leadership roles.

Location: to be set by client

Indicative investment:

Embedded Coach-Mentoring Contract, 4 clients

<p><i>9 hour package - 6 hrs face to face , 3 remote, plus 3 ways</i></p> <p>4 coach-mentoring clients, professionals, team leaders and managers</p> <p><i>Expenses</i> – set and charged depending on location. If overnight stays are required £500 per overnight is charged in addition to expenses.</p>	<p>£17,480 per person: £4,370</p>
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Note that these figures do not include VAT