

Leadership Coach-mentoring

At a glance

Suitable for: Senior leaders (including board members and officers) who want to work on their leadership impact and presence and who face a particular challenge that requires them to work in ways that are either outside of their comfort zone or demand a greater flexibility of style and approach than they can currently offer. They may be in a situation where they need to work with a broader range of stakeholders, or where their current impact with some stakeholders is hampering their performance or potential. Leaders who are in transition to another role may find this approach useful but may also look at 'Transition Coach-mentoring'.

Not suitable for: Senior leaders who do not have specific shifts they want to work on. These leaders may consider instead 'call-off' mentoring. This provides skilled and objective external support and challenge to leaders with complex roles where the degree of change that they are facing is very high. The flexible nature of the contract allows leaders to call on support as and when needed.

Outcomes/Benefits: Accurate insight into the impact the leader currently has with key stakeholders, and changes which would create most benefit for them, the teams they work with and for the organisation. Skilled and objective external support and challenge in focusing development effort on building new habits of thinking and behaviour which will deliver on these benefits. Developing reflective habits which will support future ability to shift style to create the most effective impact.

Process: Before the contract is made we suggest a pre-contracting call with one or two coach-mentors. This allows the prospective client to develop a better understanding of what the coach-mentoring relationship would entail, and check that the proposed coach-mentor has the style, persona and experience that makes them a credible partner. It also allows the coach-mentor to check that the client understands how to get the best from coach-mentoring, and that the proposed offer is appropriate. Once the contract is confirmed it would follow this process:

- A 3 way contracting conversation with the client, the client's manager and the coach-mentor either at first or second meeting, or via a call between first and second meetings. At that meeting the shift in impact needed, and the key stakeholders are agreed.
- Coach-mentor conducts 'Feedforward' interviews with key stakeholders and prepares the feedforward report.
- First meeting Face to Face 2 hours (At the client's location) at which the feedforward report is explored.
- Ten further hours of coach-mentoring – this may include remote as well as face to face coach-mentoring, meeting length and timing designed to be most effective in context.
- Final meeting Face to Face 2 hours (At the client's location) – to include a 3 way debrief conversation with the client, the client's manager and the coach-mentor.

Delivery Team: Senior delivery team – experienced leaders and holding European Mentoring & Coaching Council Master & Senior Practitioner level Accreditation

Location: Global – remote (Skype) coach-mentoring is a very applicable media for this contract, commencement meetings if held should be face to face.

Indicative investment: 1:1 Leadership Coach-Mentoring

<i>Senior Leadership Coach-mentoring</i>		
12 hours coach-mentoring, plus 3 way meetings with manager	£8,650.00	£14,950.00
10 stakeholder feedforward, and 2 hour meeting to discuss	£6,300.00	
<i>Expenses</i> charged depending on meeting locations		

<i>Senior Leadership Coach-mentoring</i>		
12 hours coach-mentoring, plus 3 way meetings with manager	£8,650.00	£13,200.00
5 stakeholder feedforward, and 2 hour meeting to discuss	£4,550.00	
<i>Expenses</i> charged depending on meeting locations		

Note that these figures do not include VAT