

A CUSTOMISED PROGRAM

*Annette* **GRAY**  
CONSULTING

# A COACHING APPROACH TO MENTORING

Mentoring is a way to support your people to advance their careers, deal with the pace of change and be more competent in their roles. We help you to design, implement and manage your mentoring program that will suit your organisation. And most importantly skill up your mentors.

Investing in a mentoring program has many benefits:

- Ability to retain your top talent and invest in their career development
- Support your people to progress – in particular women
- Help your people navigate their professional and personal journey
- Better ability to deal with the politics that occur in every workplace

## ARE YOU WANTING TO INTRODUCE MENTORS INTO YOUR ORGANISATION?

We help you to design, implement and manage your mentoring program that will suit your organisation. Anything from:

- the initial proposal and idea
- aligning key stakeholders on the outcomes of the program,
- assisting with mentor matching,
- selection of mentors and mentees,
- a plan to implement,
- training of mentors and mentees on their expectations and clear on responsibilities,
- conducting check in sessions and additional skill development.

## DO YOU HAVE MENTORS IN YOUR ORGANISATION AND HAVE THEY BEEN TRAINED?

Many organisations introduce mentoring programs in a very informal way and without development or guidance on how to be a mentor and mentee.

This customised program gives the mentor more skills to use in a mentoring relationship, beyond just giving advice. In fact, giving advice is not always the most helpful response for people you are mentoring. We help mentors to develop a range of skills from probing questions, tapping into people's strengths to building the mentees' confidence. Our program helps the mentor focus more on asking, less on telling!

## WHO IS IT FOR?

People who have been assigned as an internal or external mentor.

## A COACHING APPROACH TO MENTORING

FROM 4 HOURS TO 2-DAY WORKSHOP (OR 1 TO 4 MODULES ONLINE)

Participants in this program will be able to have coach-like conversations when they mentor the very next day. It is a highly practical program where the focus is on lots of practice and real-life scenarios. This program can be delivered via face to face workshops or by online modules.

### WHAT YOUR MENTEES WILL GAIN

- Understanding of their role in the program and how to get the most out of the program
- Improved awareness of what topics to bring to mentoring sessions
- Tailored development that is “just in time” to where they are at
- Agreed further skill development at check in sessions on topics such as “having tough conversations and giving feedback”

### WHAT YOUR MENTORS WILL GAIN

- How to structure mentoring sessions
- Exploration of goal areas and topics for mentoring sessions
- Deeper understanding and competence in the GROW model and Solution Focus tools
- Improved emotional intelligence
- How to provide feedback to mentees

The key learning for me about the Coaching and Mentoring program was learning how to hold back on the advice and truly listen to someone. Annette presents in a fun and relatable way. She gets you out of your comfort zone to bring out your best. People who think they are good mentors naturally, will learn the skills to become even better, more focussed and more considered. When we become aware of the little things, our engagement becomes really authentic.

Leanne Mitchell - Associate, Cox Architecture



## ABOUT THE FACILITATOR

Annette Gray is an experienced and insightful coach, facilitator and speaker on solution focus coaching and mentoring. Her passion is in developing managers and leaders by helping them to be more coach like in all their conversations that will help their team achieve change fast.

Along with her tertiary qualifications Annette has completed a Solution Focused Business Professional Certificate at the University of Wisconsin (and recently was a fill in course instructor on this program).

She is also a Professional Certified Coach with the International Coaching Federation, a Senior Practitioner Coach and Assessor with the European Mentoring and Coaching Council. Annette has trained over 7,500 people in coaching and mentoring and conducted over 1,400 hours of executive coaching.

## WANT TO FIND OUT MORE?

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