

# Mentor Criteria – 2012

If you're looking to join our Business Mentoring Team please read the following criteria, if it's you, we'd love to hear from you!

Our mentors are viewed as a sounding board and business friend. They help to generate problem solving ideas and encourage strategic thinking. Importantly, they are not seen as consultants and do not undertake tasks that you would expect from a fee earning consultant.

From an objective viewpoint, a good mentor offers choices as opposed to directives. They help to spot problems, not sort them; our mentors will empathise and not judge.

Our volunteer mentors are experienced entrepreneurs, perhaps partly or fully retired, or a member of a large company's senior management. They sign up to the programme because they want to share their extensive knowledge and have a real philanthropic desire to give something back to the people and the area they live in.

## **Mentor criteria:**

- Either a current or semi-retired Managing Director, CEO or senior Director.
- Or, a member of a large company's senior management team.
- They will have been a longstanding employer or live within the area.
- They are comfortable in supporting their mentees to create wealth.
- They sign up to our Code of Conduct, including never selling consultancy support to their linked Mentees
- Being an Ambassador for the programme, understanding that they're part of our mentoring team.
- Most of all having a real philanthropic desire to give something back to the people and the area they live in

## **Benefits for our Mentors:**

Our Mentoring programme links our volunteer mentors with people who understand and value and benefit of working with a trusted confidante.

Our scheme links successful entrepreneurs (Mentors) with knowledge thirsty business owners - wanting to understand solutions and techniques to assist with their growth, and ultimately sustaining the economic and social structure of both the business and the area it's located in. Our mentors volunteer their time free of charge.

Mentoring is a two way process, as beneficial to the client as it is to the mentors. Besides being a stimulus for innovation and creativity - learning new ways of doing things, the following are additional reason why our mentors volunteer their time:

- CSR – Corporate Social Responsibility, some of our mentors either own or are part of an organisation that actively drives CSR within their business. Offering their time to mentoring considerably helps towards their CSR goals.
- Mentors find they expand their personal communication skills, developing their understanding of learning styles and how to share knowledge by asking the right questions, in the correct, open manner.
- Mentors realise they have huge amounts of tactical (practical) experience and find it extremely rewarding to support people wherever they can.
- Often, they attribute their success to "Learning from the experiences of others" – hence they hope that by sharing their experiences they can give something back.

If you'd like to find out how to join our mentoring team and give something back to our local business community then call...