

What's the point of a mentor?

Case Study

The Organisation

The client transitioned from a HR Business Partner role in the NHS with a mentorship arrangement set up with Liz Sebag-Montefiore which has been in effect for a number of years. He successfully made a career change and is currently Employee Success Merger and Acquisition Lead in the tech sector.

The Programme

Initial client needs focused on achieving career flexibility and making a transition between sectors and roles. Mentoring support addressed needs including: values, skills and learning needs; motivation and career planning; enhancing presentation and interview skills; skills around managing conflict and challenge; managing stakeholders, negotiating, influencing and personal impact and brand.

Effective mentoring encourages mentees to think and act beyond their current level of understanding in focused and professional conversations. Mentees are helped to reflect and learn from their actions and to develop coping strategies. Mentoring requires mutual trust and commitment in a challenging and supportive environment that involves active listening and questioning.

The User Experience

The mentoring arrangement consisted of regular meetings to discuss professional goals and career plans. The mentor acted as trusted advisor and as a valuable sounding board when addressing barriers, challenges and difficult decisions. The support provided used a variety of mentoring techniques such as appreciative enquiry to challenging ladders of inference and limiting beliefs in a subtle, supportive and engaging manner.

The mentoring programme enabled the client to explore his world map, ensuring his understanding of motivation and aspirations. This included networking events with access to a wide range of contacts, providing invaluable networking opportunities. Mentoring help to stimulate thoughts about what is important, helping the client to clarify goals and objectives.

The Outcome

The mentoring programme helped the client to clarify goals, and he was successful in changing role and sector but also achieve a long-held wish to travel and live abroad.

The client acquired new skills, improving impact at work and developing as a practitioner. He feels he has improved his self-confidence and been able to take greater control over his career and destiny with a better understanding of himself and his motivations.

The client feels that the mentoring challenged his understanding of goals and his limiting beliefs. The client took a 12-month career break, and also realised his goal to work abroad by negotiating participation on a European exchange programme, a route not previously considered. The insight, tools and techniques he acquired allowed him to manage difficult and challenging situations, making a huge impact on his life and career.