

From L&D Advisor to Entrepreneur

Case Study

The Requirement

The client was matched with a 10Eighty mentor via the CIPD mentoring scheme when he was looking for his next L&D challenge. Whilst the client had a great deal of training experience it became clear, very early on in the mentoring programme that his passion lay in acting. In his free time he worked with the Met Police, helping train detectives in interrogation techniques, by acting as a murder suspect. He also worked for murder mystery events on Thames river boats.

The Programme

The mentoring was designed to challenge his thinking, beyond his focus on the next job. In making him aware of the opportunities of theatre forum as part of leadership and management development, and customer relations training programmes the client was able to put together a strategy to build his own business.

The client was a reluctant networker so the mentoring aimed to open his thinking to the opportunities particularly around establishing a business. This included making introductions, offering access to mentor networks, and help in identifying a range of opportunities. The client and our mentor worked together at Regents and Strathclyde Universities.

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.

Jonathan's Experience and Feedback

'Michael is a great mentor to have, whether meeting either remotely or face to face it is very confidential, with a great deal of trust and as he is an external mentor there are no real issues with concerns about anything that you wish to discuss. Michael can also bring a different perspective to things as he looks at things from a fresh outside perspective, acts as a sounding board and raises ideas that I may not have thought of or realised before.

The feedback I get from Michael is honest and without any other agenda other than providing honest support and guidance. Michael has made me aware of my strengths and has a huge amount of knowledge that he shares with you and I have also met other people through Michael at Networking events etc.

Michael is very personable and has a very collaborative mentoring style which puts you at ease whilst at the same time makes you think about your outcomes and goals. I am far more knowledgeable and business aware than I was before I started the mentor/mentee relationship with Michael and my Performance Development Forum Theatre / Role-play Training business has benefitted as a result. The 10Eighty coaching app also makes it very easy to stay in touch with your mentor and has a wide range of excellent resources'

– Jonathan Henwood, Mentee.

The Outcome

"I first met Jonathan via the CIPD mentoring scheme when he was looking for his next L&D challenge. Whilst Jonathan had a great deal of training experience it became clear very early on in our mentoring sessions that his passion lay in acting.

My role as a mentor was to challenge his thinking, which at that time focused on getting his next job. I made him aware of the opportunities of theatre forum as part of leadership and management development, and customer relations training programmes.

As we worked together I helped Jonathan put together a strategy to create his own business. Now I won't claim this was easy, especially as Jonathan is a reluctant networker. My role as mentor was to open Jonathan's thinking to the opportunities especially as I had established a business 10 years ago and understand the ups and downs of running a startup business. As a mentor I tried to both be inspirational but challenge his thinking. I tried my best to make introductions for him, giving access to my network, as well as identifying opportunities.

Whilst I recognise Jonathan has some way to go on his journey to create a sustainable business, I do believe his idea has "legs" and he is more than capable in making this a success. I am proud to be part of his journey"

Michael Moran, Mentor