

What's the point of a mentor?

Case Study

The Requirement

The client has worked with 10Eighty for c. 4 years. Initially employed by HSBC, he subsequently moved to a role as Chief of Staff at an asset manager in the City, and more recently as Senior Director in a technology firm that provides services the investment and finance industries.

The Programme

The initial introduction for this mentoring programme was designed to support the client in managing imposter syndrome, particularly as he moved into a new role, in a new organisation, within a new industry.

As the programme progressed, other needs were identified including, career development more generally, skills gap analysis, and general executive coaching in regards to managing in difficult and challenging conditions.

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

Support provided to the client through remote and face-to-face individual coaching, afforded structured approaches to imposter syndrome and skills analysis (including Fuel50 tools), webinars, and introductions to speakers and books. In parallel, the team were on hand to provide extended skill support (such as social media / LinkedIn expertise), and have also provided ad hoc support and guidance to in real-time challenging situations, providing objective coaching and guidance.

Mentoring opened new perspectives and provided a sounding board around ideas and approaches not previously considered or explored. The support and guidance made the mentee aware of strengths and unrealised potential that he was able to bring into play in considering his career path.

The mentoring arrangement consisted of regular meetings to discuss professional goals and career plans. The mentor acting as trusted advisor and as a valuable sounding when addressing barriers, challenges and difficult decisions.

The Outcome

The coaching and support has enabled the client to secure a new role, in a new industry, with renewed confidence in his ability and improved resilience. There is clear growth and experience in managing imposter syndrome characteristics and recognising signs of impending periods of uncertainty. The mechanisms provided have enabled self-support and management. The more tactical coaching and executive support enabled growth and development to flourish in pursuing a strategic career path.

Mentoring is a valuable and flexible solution for organisations of all types and size. ▶

Client feedback/testimonials

“From the initial introduction to our engagement since, 10Eighty have been professional, supportive, and enabled significant growth.

I have worked with a number of coaches in my career, and I have benefited most from my time with 10Eighty. They are agile, responsive, and take an individualised approach to understanding needs and supporting solutions. While there is a framework in place, there is no ‘one size fits all’ mentality. I feel stronger and more capable and confident as a result of the support provided.

Outside of my professional development, the tailored coaching has enabled me to think differently and secure a position in the charity sector as a trustee of a large hospice in Sussex. I have combined skills with passion and created a platform for me to ‘give back’.

I am grateful to 10Eighty for the support they continue to provide me.”

