

## Our experience.....

All our mentors have excellent interpersonal skills combined with a broad experience of business and life. They have a proven track record of working with individuals at all levels to help them achieve their potential. Our collective skills complement each other which means that we are able to offer a wide range of support to the mentee.

Collectively we can work on projects that for an individual mentor might be considered too large. Examples might be:

- Outplacement
- Redeployment
- Organisational mentoring scheme

The benefit of this approach is that the hard work of assembling the team and managing them is our responsibility which means that you are only dealing with one supplier.

Unlike some consultancies we do not operate an expensive back office support team which means that we deliver a quality service every bit as good, but at competitive prices.

## ....your advantage



# Executive Mentoring

To discuss your individual requirements please contact us at:

**The MD Partnership**  
19 Kincarrathie Crescent  
Perth, PH2 7HH  
T: 01738 441975  
M: 07748 186812

E: [info@md-partnership.co.uk](mailto:info@md-partnership.co.uk)  
W: [www.md-partnership.co.uk](http://www.md-partnership.co.uk)



- unlocking  
your  
potential



The MD Partnership is a trading name of  
Mentoring Direct  
VAT No. 755941792  
Registered address:  
19 Kincarrathie Crescent,  
Perth,  
PH2 7HH

## The Beneficiaries

### Who benefits from a mentor?

Both the individual and the business.

### Why choose an external mentor?

- avoids conflict of interest balancing the 'insight goal' with the 'in charge role'
- apolitical, objective feedback
- provides a different perspective and experiences

### For the individual this could be:

- through personal feedback
- having their assumptions challenged
- getting a broader view
- developing creative thinking
- putting into practice management training

### For the business this could be:

- supporting an individual in a new role
- bringing in specific skills to support a project
- nurturing managers in team empowerment
- one to one management development

### If you are.....

- accepting your development responsibilities
- receptive to constructive questioning
- committed to personal growth
- committed to continuous learning
- willing to share views and thoughts
- willing to take considered risks

### and prepared to commit time and energy

then there will be tangible benefits derived from having a mentor.

## The Process

### First Steps:

Should you feel you would benefit from talking with an executive mentor then we would ask you to complete a short questionnaire designed to quantify your expectations.

On receipt of the completed questionnaire we would then contact you to arrange an initial meeting.

### The initial meeting:

Is the opportunity to introduce yourselves and set the relationship into context. From the questionnaire you will cover topics such as the ground rules, goals, self assessment and your aspirations.

### The mentoring process:

Is basically driven by yourself, the mentee. If you are comfortable with the mentor then a series of meetings will be arranged. These can be from a minimum of two hours duration through to a full day depending on what would best suit you.

### Ending the relationship:

The relationship lasts for as long as it continues to be of value to the mentee. It is likely that as the mentees skills develop the meetings become less frequent. Equally frequency may ebb and flow depending on needs. As each relationship is custom built it is basically crafted to suit the mentee.

Complementary meeting

Fee paying

## The Results

'Mentoring helped me through considerable personal and professional change, helping me to address major current workplace issues and formulate my own plans for the medium to longer term. Being my first experience of mentoring I must admit to a certain amount of initial scepticism. This was quickly overcome and I came to appreciate the positive impact that can be gained from a good mentor. It is my firm opinion that the mentoring support I received was a worthwhile investment which I would strongly recommend to others.'

*Tom Waters,*

*Director of Finance and Administration,  
Care Commission, Dundee*

'After the initial thrill of the management buy out had sunk in I recognised that if the business was to grow then I needed to be able to talk to someone who had a broad range of experience and whom I could trust to challenge my assumptions. Mentoring has kept me focused on the priorities of my new role.'

*Sandra Thomson, Managing Director, McGregor Balfour (Textiles) Ltd*

'Mentoring made it possible to approach the new and complex problems faced by this hybrid organisation in an analytical and productive way. I found the intensive six month mentoring programme both challenging and refreshing and continue to make use of the skills gained on the programme on a day to day basis.'

*Babs McCool*

*New Media, Scottish Arts Council*