

Winmark NED Mentoring



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**Developing
C-Suite
Leaders**

NED Mentoring

The backbone of Winmark's Mentoring Programme is its powerful Non-Executive Director network.

Winmark has a diverse NED network with over 180 NEDs, each one bringing to the table a unique set of agendas and substantial commercial experience.

In mentoring, chemistry between the mentor and mentee is key, as it enables trust and respect. This has an exponential impact on the success of the engagement, which is why it is a fundamental part of Winmark's approach.

Definitions

- **Mentoring** is a professional relationship that connects two individuals over a period of time, where the express intent is of one benefiting from the experience, skills, networks and assistance of the other.
- **Coaching** Mentoring and coaching are often confused. Coaching is primarily about job performance and developing specific, short-term, work-related skills and abilities.
- **Mentors** are experienced, knowledgeable and highly skilled individuals who choose to facilitate the personal and professional growth of another, by sharing their wisdom, experience, contacts, knowledge and insights that have been gathered by them through the years. They act as a sounding board for issues that the Mentee wishes to discuss and offers counsel, advice and assistance as requested.
- **Mentees** are individuals who seek to grow and develop through a relationship with someone whom they respect and whose skills, abilities, perceptions and perspectives they wish to access and benefit from.

The Overall Offering

Offering

4 two hour sessions over the course of a year (8 hours in total)

Guidance

We provide a mentoring pack and forms that both parties can decide to use or not.

Money

The mentor invests proper time into your development, and the charge is £5k (+VAT).

Timings

Self-managed by the mentee and mentor, to fit both your calendars.

Benefits of Mentoring

- **For the Mentor**

- Personal Satisfaction, Increased Personal Awareness, Sharpened Management / Leadership / Interpersonal Skills, Information Gathering, Sources of Recognition, Expanded Professional Contacts

- **For the Mentee**

- Increased Confidence, Wider Perspective, Courage to take on more challenges, Management Development, Increased Career Satisfaction, Increased Personal Awareness, Expanded Professional Contacts

- **For the Company**

- Supporting Employee Development, Actively using Experience of Mature Managers, Networking and Sharing Across Organisations

Some of our 50+ Mentors



Supporting Collateral



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Mentor Questionnaire

GENERAL
Full Name: _____
Job title: _____
Organisation: _____
Level of experience: _____
Location: _____
Phone Number: _____
Email Address: _____

HISTORY
As part of the mentoring programme, mentees will also be asked to provide some information about their background and experience. Please outline briefly your work experience, including any other organisations you have worked for.

Do you have any specific experience of mentoring potential mentees?

Tell us about three things that you are most proud of in your career.

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Mentee Questionnaire

GENERAL
Full Name: _____
Job title: _____
Organisation: _____
Level of experience: _____
Location: _____
Phone Number: _____
Email Address: _____

HISTORY
Please outline briefly your work experience such as roles, other areas or departments worked in and perhaps other organisations.

Tell us three things that you are most proud of in your career.

Have you ever participated in a mentor programme before?

☐ YES
☐ NO

If yes, please describe.

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Top Tips for Mentors

Mentoring involves helping individuals to develop their career, skills and expertise, often drawing upon your own experiences in the process. Mentoring is often confused with coaching, however coaching is primarily about job performance and developing specific, short term, work-related skills and abilities. Coaches are professionally trained to help others personally develop, overcome blocks, develop strengths and release potential. Mentoring on the other hand is a process that nurtures the growth and potential of both participants within their personal and professional lives.

It is important to know what the key skills and behaviours of a good mentor are before getting started. These top tips will help you to do this.

1. Build a relationship
It is essential to build a good relationship. This kind of rapport is developed through which you and your mentee discuss your mentee's figure out what the mentee's challenges are and experience and background might that you are explicit about the relationship.

2. Honour your Commitment
Respect your Mentor's time as much as your appointment unless you are asked to do otherwise.

3. Listen
It is important to listen carefully to the questions and know which areas are most important. When your mentee is speaking, ensure that you are focused on the conversation. When your mentee is speaking, ensure that you are focused on the conversation. When your mentee is speaking, ensure that you are focused on the conversation.

4. Challenge your mentee with questions
The success of a mentoring conversation is often determined by the questions you ask. They should prompt your mentee to think and enable you to gain greater insight into their thoughts and feelings.

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Top Tips for Mentees

Being mentored can help you grow professionally and develop your career, skills and expertise. It is very different from being managed or coached; mentors help their mentees to identify new ways to improve and develop, often drawing upon their own experiences in the process. Mentees will report increased confidence, self-esteem and motivation.

Following the top tips presented below will help you to ensure that your approach to being mentored is successful.

1. Meet your mentor
You should always try and aim to have an informal meeting with your potential mentor before officially beginning the mentoring relationship to determine whether you and the mentor are right for one another. It is useful to prepare some questions for this meeting to help you understand whether it could work. After this meeting, you should provide some feedback to the coordinator, and advise whether you feel that you and the mentor are a good match.

2. Honour your commitment
Once you have engaged in a mentoring relationship, you should make your mentoring sessions a high priority. You should avoid re-scheduling or cancelling your appointment unless you absolutely have to. Similarly, you should give the mentor your full attention during your sessions. Making sure you are not distracted will help you get maximum benefit from your conversations, and will demonstrate your commitment to the mentoring relationship.

3. Initiate and set the agenda
Before you start, you should have developed a clear understanding of what you want to gain from the mentoring programme, and determine the ways in which you would like your mentor to help and advise you. You are responsible for your own learning and development and setting the direction and goals for the relationship is essential. Once the relationship is under way, it is important that you make some time before each session to plan what you would like to discuss, and what you want to achieve from your conversation.

4. Be open and honest
Mentoring can only work when you as the mentee are prepared to share information willingly and openly with your mentor. You should try and be as honest as possible when responding to your mentor's questions, comments and insights. You shouldn't worry about how long it takes you to formulate and articulate your thoughts, your mentor will want you to take the time you need to genuinely reflect on what they have said and to respond honestly.

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