Winmark NED Mentoring



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

Guidance

Money

Timings

1

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

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

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

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

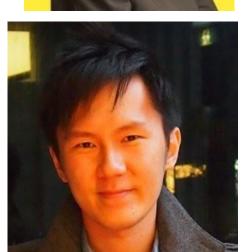
 Supporting Employee Development, Actively using Experience of Mature Managers, Networking and Sharing Across Organisations



Some of our 50+ Mentors

















Supporting Collateral





WINMARK Top Tips for Mentors

Meetoning involves helping individuals to develop their career, skills and expertise, often drawing your your own separations in the presentions. Meetoning is direct confused with castelling, However coatring is primarily about job performance and developing posterit, prior term, work-related skills and abilities. Coatrins are preferablished yearing to help diverge presentally develop, coverone blocks, develop strengths and release potential. Meetoning on the other hand is a process that must use the provide and posteriol of both participation within their personal and porticessional time.

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 relate this kind of rapport is developed which you and your mentee disc your mentee figure out what thei Window (Handbook, p. 15), a too out your mentee's challenges a experience and background migh that you are explicit about the no

Respect your Mentee's time a your appointment unless you

3. Listen

t is important to listen carefully questions and know which areas ensure that you are focused on a conversations. When your mer understanding of their response, you're unsure of.

4. Challenge your mentee

The success of a mentoring of you ask. They should promp enable you to gain greater in

winmark

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 mentore

1. Meet your mentor

you should always try and ain to have an informal meeting with your potential mentor before difficulty 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 marks.

2. Honour your commitm

Once you have engaged in a mentoring relationship, you should make your mentoring gassloot high priority. Tou should avoid re-scheduling or cancelling your appointment unless you absolutely have to. Smillarity, you should give the mentory own full attention during your sessions. Asking 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

sefore you tast, you should have developed a clear understanding of what you want to gain from the mentating programs, and determine the ways in within you would like your mentor to help and adults you. You are responsible for your own learning and development and setting the direction and paids for the relationship is assential. Once the relationship is avertial. Once when you is imported 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 hone

Mentoring can only work when you as the menter are prepared to share information sillingly and openly with your mentor. You should try and be as honest as possible when responding to your mentor's questions, comments and ninights. 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 as did not respond hower.

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