



CEO/SENIOR EXECUTIVE MENTORSHIP PROGRAMME

Senior executives often have few opportunities to openly discuss organisational concerns with someone who is 'agenda free' and uncontaminated by any organisational politics and who has not formed preconceptions about a situation. Similarly senior executives are often short of the feedback or 'correcting influences' to shape and regulate their own behaviour. The role of the mentor is to 'hold up the mirror' to the senior executive to help them assess and evaluate how realistic and achievable is their agenda, given the context and resources available.

PCS can fill this gap by offering a Mentorship Programme which differs from what is typically offered as 'executive coaching'. The mentor will act as a sounding board and a trusted advocate who will provide different perspectives, and deliver objective and candid feedback on a senior executive's leadership style and leadership impact. The mentor may also be used by the senior executive as a trusted confidant to check the temperature around the organisation or seek to draw out other perspectives and opinions of other senior colleagues.

■ WHAT CAN THE CEO OR SENIOR EXECUTIVE EXPECT FROM THE MENTORSHIP PROGRAMME?

Although the programme is highly specialised and tailored to address the specific needs of each executive, the mentorship programme is designed to enhance the overall effectiveness and performance of the senior executive. Depending on the focus of the assignment, the mentor will help the executive to benefit in the following ways:

- **Growing the Business**

- The mentor can help to clarify and give feedback on the senior executive's thinking about the corporate vision and direction, and fine tune the senior executive's ability to define, and communicate this vision, and ensure that critical paths are developed to execute the plan

- **Meeting Delivery Targets**

- The mentor will help to ensure that the senior executive stays on track, maintains focus, holds others accountable, and ensures appropriate measurement, evaluation and analysis of progress.

- **Team Leadership**

- The mentor will provide feedback on management and leadership style and philosophy, and help the senior executive develop a better understanding of the impact their style may have on the organisation.

- The mentor will share advice on techniques to encourage peak performance of employees through motivation, developmental coaching and performance management initiatives.
- The mentor will help to develop a strategy to build a highly motivational, inspiring and high tempo culture.

- **Stakeholder Relations**

- The mentor will help the executive to effectively manage relationships with key stakeholders such as board members, executive teams, media and investors.
- The mentor will help the senior executive to develop greater insight into their leadership strengths and limitations as well as those areas where developmental focus may be necessary.

- **WHAT NEXT?**

The PCS Managing Director, Dr Richard G. Ford, has over 25 years experience working with CEOs and Senior Directors in a range of different industries, and Richard is exclusively available to provide this service.