



## **Mentoring for Growth**

The UK's most ambitious scheme focused on **driving up productivity and business growth.**

### **About our mentoring programme**

Since 2018 we have been positively impacting the UK economy's productivity by matching Mentors from leading firms with SME Founders to help accelerate their growth and competitiveness. Backed by Government and supported by leading businesses, the scheme is structured to give ongoing support and advice to participants to ensure successful outcomes.

### **The rewards are endless**

Success breeds success – through our scheme participants have forged strong relationships in a community of best practice exchange, created new opportunities and moulded their careers through continued mutual learning and sharing of common business challenges.

***“Meeting my mentee was fantastic in that, despite our different industries, we were facing many of the same challenges – particularly in terms of employee engagement, recruitment, skills development and communication.”***

**Mentor, BAE Systems**





### Organisation benefits:

- Developing and recognising key talent and expanding its network
- Gaining fresh perspectives on its own organisational challenges
- Exceeding its CSR goals by helping local business communities in order to improve UK productivity
- Joining a movement of high-profile companies boosting British business for the benefit of the whole economy

### Mentor benefits:

- Developing and reinvigorating their own leadership and management skills
- Gaining personal satisfaction from helping the small business community
- Building an outside-in perspective, bringing valuable learnings back into their division and the business as a whole
- Access to a wealth of peer-to-peer learning through programme induction, events and webinars run throughout the year

### Mentee benefits:

- Insight, support and impartial advice from an experienced business leader
- Invaluable assistance with shaping strategy, organisation design and business planning
- Actionable solutions to growth challenges for scaling up, changing direction, entering new markets or considering big investments
- Encouragement, self-confidence, empowerment and motivation for change

- Learning from inspiring leaders, installing best practices and engaging a motivated workforce on their journey to success.

### How it works is simple yet effective

- Firms provide mentors to be matched with SME Leaders on a pro-bono basis
- Mentoring company partners receive ongoing support for their mentors
- Mentoring pairs typically meet monthly over a 12 month period
- Mentees typically manage a minimum £500k turnover with 10+ employees
- Mentors are senior leaders from varied industries with experience in managing change, people leadership & strategic planning, financial planning, communications

### Support every step of the way

We'll bring experience, communications and toolkits to help the organisation and the mentors:

- Create a valuable and rewarding programme for their mentees
- Make the most of their meetings with useful tips and advice via our content hubs and development modules, including induction material and ongoing support
- Receive and share best practice from other mentors on the programme via our regular mentor webinars
- Send outline/sample content for invitation, recruitment promotion, targeted invitations, announcements and follow ups

***“Mentoring for Growth has given my business access to high-quality expertise that wouldn’t have been possible otherwise. Having an independent, emotionally-detached view of what is happening helps you to drill down on the important stuff.”***

**Alec Anderson, MD, Koolmill**

