

LASER THOUGHT™
TRAINING IN THE ROUND™

**Impact Mentoring
in Action**

EXECUTIVE LEADERSHIP PROGRAMMES

Impact Mentoring in Action

Developing authentic communication skills in order to inspire, empower and change attitudes

INTRODUCTION

A mentor is a wise and trusted advisor who through their action and work helps others to achieve their potential. A mentor is a more experienced individual willing to share their knowledge with a client in a relationship of mutual trust. Mentoring is one of the most powerful developmental approaches available to individuals and organisations.

Impact Mentoring in Action focuses on the personal development of individual employees in order to enhance morale, motivation and productivity and reduce staff turnover as they feel more valued and involved with organisational changes. The mentoring model is becoming increasingly popular as it provides outcomes which offer significant and lasting benefits to both the organisation and the employee.

The Laser Thought model of Impact Mentoring in Action is based on the European concept of mentoring where a mentor provides help to another person "in making significant transitions in knowledge, work or thinking" (The European Mentoring Centre). Through a series of high-impact experiential exercises you will develop knowledge and mentoring skills which you can immediately implement at work.

METHODOLOGY

All Laser Thought™ Executive Programmes facilitated by Julian Simmonds utilize the renowned Training in the Round™ model. This workshop uses a combination of learning activities including interactive exercises, experiential group presentations and improvisation. The workshop is in a laboratory atmosphere where participants will acquire improved communication skills and are encouraged to take risks in accomplishing a variety of mentoring tasks.

OBJECTIVES

- Maintain unconditional positive regard for the client, which is at all time supportive and non-judgemental.
- To develop listening, questioning and feedback skills in order to understand and develop a successful relationship.
- Creatively apply tools and techniques such as coaching, counselling, facilitating and sponsoring.
- Ensure that clients develop confidence and personal competencies that avoid a dependency on the mentoring relationship.
- Implement a process for evaluating outcomes using objective measures to ensure that the client is achieving their personal goals.
- Facilitate the development of an action plan to ensure lasting personal growth and change
- Agree a process to ensure the client sets appropriate goals and timelines for review

CONTENT

Planning a mentoring session

- Mentoring with confidence and integrity
- Physical location and timing
- Personal appearance and body-language
- Tone of voice and choice of words
- Generous listening

Feedback that builds confidence and success

- Accountability and trust
- Gain understanding and acceptance
- Developmental feedback – dealing with gaps in performance
- Motivational feedback – building confidence and self-esteem
- Behavioural feedback– changing behaviour

Motivating for Action

- Knowledge and skills development
- Using the '**Grow**' technique
- Arriving at **smarter** objectives
- Supporting the plan
- Reviewing and maintaining momentum

SEMINAR LEADERS



Julian Simmonds is an international marketing and joint venture consultant. During the last 25 years, Julian has focused on strategic communications and international alliance strategies involving launch plans, media presentations, conference and event planning for both the public and private sector. He has worked extensively in the USA, Hong Kong, China, Singapore, Japan, Vietnam and Australia.

Julian is Chairman of Palo Alto Media Group. The PAMG's Emmy Award-winning associates provide communications and media production, consulting and training services. As Chairman of the New Bristol Arts Centre, Julian was responsible for highly successful drama productions from 1981 to 1984. This role reflected his lifelong interest in the theatre, including writing, acting and directing.

The evolution and development of his experiential model, Training in the Round™ is based upon the power and energy found in the theatre. In 2006 Julian wrote and directed a theatre piece focusing on leadership and communication for an audience of entrepreneurs and academics at Oxford University. This included professional actors interacting with the audience incorporating music and singing which was film-projected live onto a split screen.

Julian is a specialist in running cross-cultural workshops on Leadership, Communication, Innovation and Creativity. Clients in 2007 include; Mazda, AON, Euroclear Bank, Teijin, Kuraray, Works Infrastructure, British Consulate-General and UK Trade & Investment. He is an adjunct professor at Stanford University, UC Santa Cruz, CSU East Bay, Oxford Brookes, Bristol University and the Hong Kong Management Association. More information is available online at: www.LaserThought.com

PAST PARTICIPATING COMPANIES

Impact Mentoring in Action was introduced as part of the 'Training the Trainer' program designed, launched and accredited at the University of the East Bay, California in 1996. Since its inception more than 100 companies have sent over 1,000 employees onto the program. The **Training the Trainer** program has also been run at Oxford Brookes University in the UK and at the Hong Kong Management Association. These companies include:

AC Transit
Bay Area Rapid Transport
Bechtel
Chiron
Disney
Kaiser
Lovells
Pacific Gas & Electricity
Stanford University
UK Trade and Investment
University of California Santa Cruz

DESIGNED FOR

Executives, Managers, Trainers, Professional Coaches and Counsellors

WORKSHOP MATERIALS

You will receive a copy of the course manual.

LANGUAGE MEDIUM

English

*"Julian has been very instrumental in making **valuable** observations and suggestions that have broadened my view of team working and performance based **leadership**. His coaching style on issues such as effective communication, self-appraisal, performance feedback and **motivational** techniques has been a welcome and valuable experience."*

Amin Almuti
Engineering Manager and Vice President
Bechtel Infrastructure

