

Business Mentoring @JUNIPER₂

Lead · Build · Grow · Fix

Leaders attach themselves to a worthy cause and take people on the journey with them.

How do those with leadership responsibility become a more effective leader? How do leaders manage change effectively, become a better listener, improve relationships with people, achieve high-performance results, deal with self-doubt?

Leading a business is a demanding and often lonely vocation and the business leader deserves a sounding board, someone to bounce ideas against, to sense-check thinking, an independent and experienced mind, free of politics and risk within the organisation.

But who, within the business, can someone like you talk to about motivation, personal development, satisfaction, uncertainty, doubt?

A Business Mentor can provide this valuable independent 'partner's' perspective for higher-level issues, ideas and concerns to help you move forward as a leader one-on-one. To help you step back and see things from a wider perspective, challenge assumptions and objectives, assist in setting goals, resolve critical issues.

The goal of the Business Mentor is to listen, evaluate, challenge, feedback, share knowledge & experience, support, guide, motivate & inspire. The outputs for you as a business leader are enhanced self-awareness, greater confidence, improved relationship skills, an expanded network plus added value in specific business areas of expertise that the mentor possesses.

The general terms for, and definitions used in, business mentoring & business coaching blur. This is what we offer at Juniper2.

The Juniper2 Approach

As a Juniper2 mentor, I will draw on my experience and expertise of working with business leaders at local agency, regional, network and group level solving business problems and helping you, as a leader, make effective decisions.

I will use observation, questioning techniques, active listening, behavioural analysis and interpretation of body language to develop rapport and give feedback, counsel, ideas and suggestions to you.

Basis

My goal is to help you overcome any sense of isolation in dealing with personal / business challenges and opportunities, acting as a non-judgmental sounding board. I will always be open, honest, fair and confidential in our dealings and discussions.

Our relationship is founded on chemistry and trust and may be 'soft' and informal or more structured, depending on your requirements.

We will start with a 'relationship & mindset' orientation and can move on to a 'skills & attitude' emphasis under a more focused approach if required. This can help you set better goals, achieve results more quickly, make better decisions and manage relationships better.

I will use my own experience, expertise, contacts, insight & relationship skills to help you to resolve issues which you, yourself, raise - or to resolve specific work-related performance issues that we identify together - to improve your individual and corporate performance in a structured framework.

Approach

The basis of the mentoring relationship is flexible, structured around a monthly meeting, operating at your pace and direction for a defined period of time (usually 12 months).

The goal is to help you develop ideas and suggestions to facilitate personal development and success for you in a loose, open arrangement with an open mind. As a mentor, I will guide and enable, rather than tell you what to do.

If I believe that the solution to the challenge faced already lies within you, then wherever possible, I will help you discover it and bring it out yourself, so you rise to the challenge and learn from the experience.

I will help you to identify and understand where and how you should focus your energies in the business, work to help you identify strengths & weaknesses, will discuss (but not force) goals and objectives. I will help you assess & monitor performance and make recommendations to improve effectiveness and efficiency in the business and in dealing with people. I will also suggest ideas and alternatives for consideration by you in managing business or personal challenges and problems.

I will listen to your problems, help you develop a positive mental attitude, provide thoughts and ideas from my experience, encourage you to explore options and delegate tasks, suggest alternative ways of thinking or doing and, where appropriate, confront negative behaviours.

By standing back to help you see the broader context, I hope to motivate and inspire you, to balance style and substance and help you get things off your chest.

This is business mentoring at Juniper2.