



Team Leadership. Mentoring

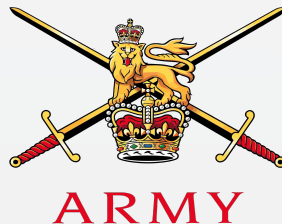
with
Paul David Mather

About me



I am a....

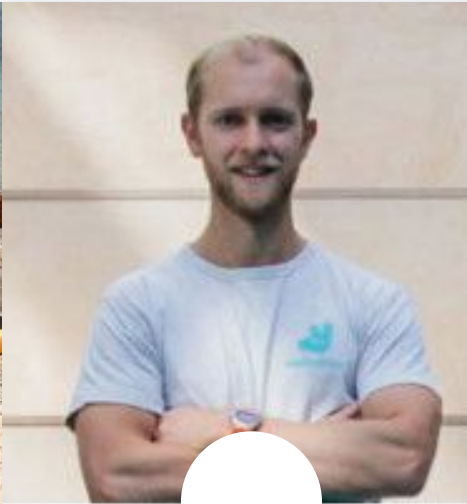
Startup Advisor
Leadership Coach
Career Mentor



About me



**Sustainability
advisor**



Ops guy



**Electric Vehicle
advocate**



**Startup
mentor**



Ex Army

About You

What do you want to
learn from me?



What we will discuss today!



**Demonstrate
empathy**

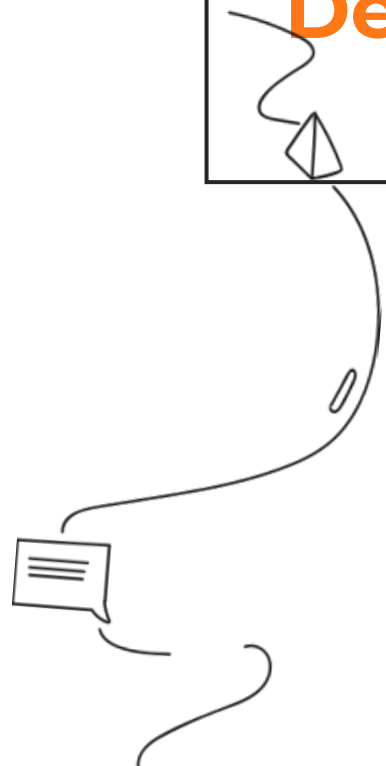


**Exemplify the
traits you expect
to see in your
team**



**Identify and
develop
leadership
potential within
your team**

Demonstrate empathy



What Is Empathy?

There are 3 levels of empathy:

Cognitive Empathy – understand what someone is feeling

Emotional Empathy – share their feelings

Compassionate Empathy – make time and space to address their feelings



Exercise

Split up into pairs and take turns to play the role of the manager and the report.

Discuss a real or hypothetical issue that's affecting the report's work.

Whoever is playing the manager should think about the 3 levels of empathy.



**Cognitive
Empathy**



**Emotional
Empathy**



**Compassionate
Empathy**

For example: *I'm struggling with working from home 100% of the time and it's affecting my productivity and wellbeing.*

**Exemplify the traits you
expect to see in your
team**



Exercise

In your groups, identify the key traits you want you and your colleagues to exemplify – what are the top 3 and why? How can you foster those traits?

**Identify & develop
leadership potential
within your team**



Leadership Development



Identify and promote the traits you want to see in your team. **Be the example.**

Reward success, don't punish failure.

Train in, don't select out. And be prepared to let people go for new opportunities.

Don't replace people for the sake of it. Those who know your business best already work there.

Types of Mentoring

Mentoring doesn't need to be top down.

There are many ways to mentor and be mentored.

These are 3 common types of mentoring.



Downwards



**Upwards /
Reverse**



Peer to Peer

Exercise

Mentoring Practice

Exercise

Think about the information from this session and about how you can be the best mentor or mentee so that you get the most out of it.

You can use the following best practices as well.

Best practices for getting the most out of a mentor

Before commencing 1:1 mentoring;

1

Think about what you want to get out of the mentoring relationship. Do you have a goal, or small thing that you want to achieve?

2

Think about the topics would you like to discuss

3

Think about your preferred medium for the discussions e.g. email, phone, Zoom, face to face etc.

4

Ask for help when you need it and be prepared to talk openly about any problems and issues.

5

Proactively look to explore any advice given.

6

Treat all the discussions as confidential and feedback to the mentor on how it goes!

Today you learnt how to...

1

Demonstrate empathy

2

Exemplify the traits you expect to see in your team

3

Identify and **develop leadership potential** within your team



Final Quick Q & A



Stay in touch



Paul David Mather

