

Mentoring Training Session

Welcome



About us



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<https://www.acceleratingwomensenterprise.uk>



About you

- Your turn.....

Agenda

- Welcome & introduction to AWE programme
- Barriers and benefits of female entrepreneurs
- Role of the Mentor
- Mentoring Styles + Key skills
- Managing the Mentoring Relationship & potential issues
- Recap, Q&A & Feedback

The AWE Programme

- Pre start up support for female entrepreneurs or support for newly established female led business
- Started in Dec 2018
- Delivered by 8 partners in France and UK
- A combination of workshops, bootcamps, e-learning and mentoring
- Funded by Interreg France Channel Manche England Programme



Helping
women

be their own boss

Supporting
you to


You're not alone

we'll help you every
step of the way

do what you love

<https://www.acceleratingwomensenterprise.uk>


Be inspired by other female entrepreneurs who have turned their ideas into successful businesses.



Vanessa Miles

Vanessa Miles has worked as a photographer for decades with her photographs gracing the pages and websites of celebrated publications. Now working as a freelance photographer and running a social enterprise, she received help from AWE which taught her some important lessons.

[Read more ...](#)



Ruth Chadwick

The idea of establishing a fleece felting enterprise had been percolating in Ruth's mind for several years, so when she was made redundant from her role as a Kindergarten Teacher at age 63, Ruth felt it was the right time to implement her idea and invested in a felt-making machine.

[Read more ...](#)

Case Studies of AWE Clients

About Outset CIC



- Outset CIC delivering business start-up support across UK since 2011
- Current projects, in Cornwall, Bristol, Devon, Cambridge & Dorset
- Highly experienced at delivering women only programmes of support
- Ethos of the organisation is to be client led, developing the individual as well as the business

<https://www.outsetcic.co.uk>

Barriers for female entrepreneurship

- Over to you – 5 min to list the main barriers

Barriers for female entrepreneurship

Examples of barriers to female entrepreneurship

Lack of qualifications	Family commitments
Low confidence	Credit rating
Fear	Security
Ridicule	Knowledge
Fear of failure/success	Experience
Stress	Focus
Time	Self-belief

Benefits of female entrepreneurship

- Over to you – 5 min to list the main benefits

Benefits of female entrepreneurship

Examples of benefits of female entrepreneurship

Money

Control

Family

Freedom

Plan own time

Less Stress

Time



Critical friend



Sounding board



Trusted advisor

Role of the mentor



**Focus on shared
challenges**



**Helping to
focus and plan**



**Helping to find
the right answers**



Active listening



Non-judgemental



Powerful questions

Skills Mentors require



Objectivity



Supportive



Reflective

Your role as a mentor

- Your role is to provide guidance and support to help the mentee to:
 - Find and translate information
 - Understand problems
 - Identify solutions
 - Take action to implement them
 - Reflect and learn from actions
- Your job is to **listen**

Six Mentoring Styles

Creating a compelling future

Providing an appropriate role model

High performance expectations

Individualised support

Intellectual stimulation

Directive leadership

Goal setting

Smart Goals

SWOT Analysis

GSTAR

ROADMAPS

Effective Questioning

“If I had an hour to solve a problem and my life depended on the solution, I would spend the first 55 minutes determining the proper question to ask, for once I know the proper question, I can solve the problem in less than five minutes.”

Albert Einstein

Chunking Up and Down

Chunking up – Intentions and drivers

Moves the conversation to a more abstract perspective. Abstract conversations are more agreeable and can be used to become clear about intentions, motives and personal values. When you ask a chunking up question, the listener's attention will move to a more abstract perspective in order to answer it.

Chunking down – Actions, facts, specifics

Provides you with specifics. Detailed conversations get to the nub of it – the specific factors and actions. When you ask a chunking down question, the listener's attention will move to a more detailed perspective in order to answer it.

Managing the phases of the mentor relationship

Initiation

Initial contact
Time to define the relationship
Rapport building is key element



Development

Focus on goals and tasks
Care needs to be taken to avoid over-dependence
Mentor helps mentee discover options



Maturity

Mentee becomes autonomous
Mentor becomes less influential
Development has peaked



Disengagement

Need for relationship is less evident
Can be sad/happy time as partners realise relationship is coming to an end
Acknowledgement of end is useful as transition may not be easy



Redefinition

Need for the relationship to be redefined

Platforms Software for Virtual Meetings

Options include:

- Zoom
- Teams
- Skype
- Facetime

NB Other software is available

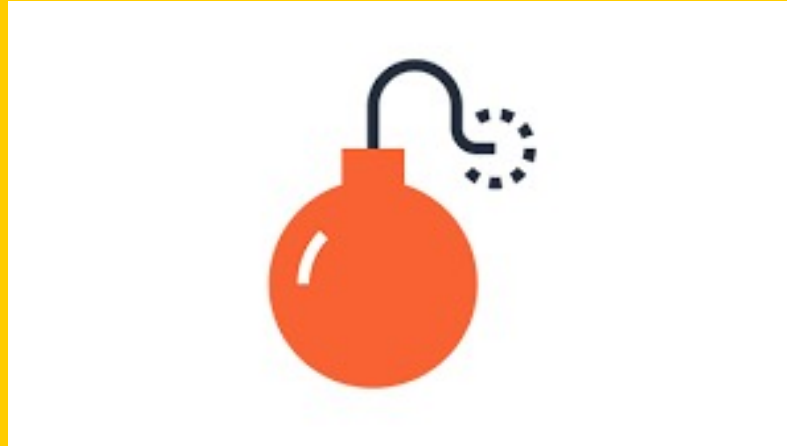


Meeting structures

- Establish rapport
- Opening questions
- Reflective questions for clarification
- Summarising
- Suggestions for next steps
- Options for exploration
- Action planning



Potential Issues



Questions?





**THANK YOU FOR
YOUR TIME TODAY!**

FOR MORE INFORMATION, GET IN TOUCH ANYTIME!