

**Level 4, 15 Featherstone Place  
ADELAIDE CBD 5000  
SOUTH AUSTRALIA**

Sydney Office  
104 Pitt Street  
SYDNEY CBD 2000  
NEW SOUTH WALES

**crew@mcbi.com.au  
www.mcbi.com.au**





# GROW Professional Mentoring Program

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Assisting individuals to reach  
their full potential

## INTRODUCTION

The MCBI GROW Program runs for approximately 90 days and starts with a brief online assessment of the individual.

This will provide an opportunity for self-reflection, insight and appraisal.

This is then followed by formal goal setting and a series of one-on-one sessions with a professional mentor.

After the program we review, and we celebrate the success of the individual's achievements.

## WHO ARE THE MENTORS?

Our mentors are highly experienced, verified practitioners and are dedicated to supporting each mentee during their journey of improvement. They bring professional support, knowledge backed by a proven mentoring framework to help your staff to be their best and reach their potential. Areas of expertise to infuse into your business through performance mentoring

- Team Leadership
- Business Analysis
- Program Management
- Agile
- Innovation and Intrapreneurial leadership
- Strategic Management
- Enterprise Architecture
- Business Architecture
- Executive Programs

Each Mentor has successfully completed a training session in Professional Mentoring prior to working with clients..

## BOOKING DETAILS

- group programs available
  - 90 day programs
  - 6 – 8 face to face sessions
  - email, phone & online support • certificate of achievement Issued
- For maximum impact

# GROW Professional Mentoring Program

**“Life isn’t about finding yourself. It’s about creating yourself.”**

George  
Bernard Shaw



### **WHERE WILL YOU BE IN 3 MONTHS?**

- Facing the same workplace challenges?
  - Experiencing the same personal frustrations?
- Aching for something to change?

Or will you be reflecting on your fresh new achievements, excited by a revised outlook and celebrating challenging work with a professional mentor and your leader? Like many things in life, it is about choice.

**“I am not a teacher, but an awakener.”**

Robert Frost

### **WHY IS MENTORING GROWING IN AUSTRALIA SO RAPIDLY?**

Mentoring in the workplace helps to build a culture of support, success, reciprocity and collaboration. It also recognises the value of the individual.

Mentoring has proven itself as an ideal adjunct to corporate training and skill development.

Many successful professionals will attest that good mentoring is critical to enhancing leadership skills and career options.

### **WHY CHOOSE MENTORING?**

Mentoring provides a deeply personal focus to increase an individual's performance based on their own unique needs and strengths.

It provides a clear focus and dedicated support to help move people to the next stage of their career whilst being in control.

Professional mentoring differs from informal mentoring in that it:

- Works to establish goals up front
- Confirms commitment by all involved • Measures outcomes
- Upholds a strict confidentiality protocol

### **BENEFITS OF MENTORING**

- Centred on the person
- Consistent focus equals impressive results
- Mentors bring new concepts
- Efficient use of time
- Support for the leader
- Improve staff resiliency through change • Contribute to capability

### **BUILDING A POSITIVE WORKPLACE**

The GROW Program fosters a partnership between the sponsoring organisation and each individual.

Through its structured approach, the GROW Program will facilitate both parties to embrace the positive changes that will develop.

At agreed points, the mentee and the organisation will come together to work together and 'check in' to discuss progress and achievement.

These moments represent a positive and exciting opportunity for leadership to be closely involved with their employee's journey.