



beaumont
placing people first

LEAD MENTORING AND PROFESSIONAL DEVELOPMENT PROGRAM

INFORMATION PACK

LEAD, EMPOWER, ASPIRE AND DEVELOP

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WHO ARE BEAUMONT PEOPLE AND WHY ARE THEY OFFERING THIS PROGRAM?

At Beaumont People, we prioritise people as an organisation's greatest asset.

Established in 2001, we specialise in delivering recruitment and consulting solutions across diverse industries. Our mission is to enrich lives and livelihoods through meaningful work, supporting the development of workplaces where individuals deliver and feel valued. By helping people leaders build peak performance cultures, we contribute to a better professional landscape.

In line with our purpose and people-centred ethos, we are committed to supporting clients and contributing to the sectors we operate in by way of our LEAD Mentoring and Professional Development Program.

LEAD was originally established to build leadership capability in the Charity sector and due to its popularity now welcomes participants from all industries including NFP, Education, Commercial and Charitable Organisations. Running since 2017, our program, powered by Art of Mentoring, focuses on propelling the leaders of today and tomorrow, building capability and fostering relationships across all sectors in Australia.



WHAT IS THE BEAUMONT PEOPLE LEAD PROGRAM?

“Average leaders raise the bar on themselves; good leaders raise the bar for others; great leaders inspire others to raise their own bar.”

– Orrin Woodward

LEAD is a 6-month Mentoring and Professional Development Program. It is popular with Emerging Leaders, Managers, Team Leaders, HR Executives and C-suite alike due to the fact it can be personalised to suit a variety of learning styles and development areas.

Running for 6-months, the program is packed with content including interactive masterclasses, regularly updated curated resource library, webinars from industry experts, assessments and one-on-one coaching with skilled practitioners, peer to peer group reflection sessions and a mentor.

The program facilitates a careful match between mentees and mentors and guides participants through the 6-month mentoring relationship supported by a specialist mentoring platform containing e-learning training, tools, weekly communication and resources tailored for both mentors and mentees.

The variety and flexibility of the program structure and content allows for alignment with each individual’s personal goals and purpose for participation and there is a particular emphasis on strengthening awareness of self and others along with strategies to navigate the modern workplace.

Delivered by the Beaumont People Team and our guest subject matter experts, this is an exciting opportunity to grow both yourself and your team.

WHAT DO WE MEAN BY MENTORING?

Mentor: (noun) an experienced and trusted adviser.

Mentorship is a developmental relationship built on trust, in which there is an exchange of knowledge, experience and goodwill.

“Mentoring is a supportive learning relationship between a caring individual who shares knowledge, experience and wisdom with another individual who is ready and willing to benefit from this exchange, to enrich their professional journey.” - Suzanne Faure

“A mentor is a more experienced individual willing to share knowledge with someone less experienced in a relationship of mutual trust.” - David Clutterbuck

A mentor “is someone willing to make a commitment of time and attention to help others develop.” - Florence Stone (2004)

EXAMPLES OF HOW A MENTOR MAY ASSIST

- Act as a source of information and insight
- Discuss/talk through options regarding career development or strategies for achieving professional goals
- Recommend possible resources to improve specific skills
- Help workshop professional challenges
- Discuss issues of professional ethics
- Discuss workplace related issues and opportunities and options for how these may be addressed.
- Work collaboratively with the mentee on development areas.
- Support with overcoming challenges: Addressing and learning from obstacles.
- Achieving goals: Recognising and celebrating progress.
- Moving forward: Planning for future growth and learning as a leader.

MORE ABOUT MENTORING

A mentor is:

- Someone you are able to relate to
- Willing and able to assist and motivate others
- Reliable, trustworthy, and a good communicator
- Confident and well-informed
- Able to build rapport and enjoy others' company
- Willing to share their knowledge and keep learning
- Able to maintain appropriate boundaries
- Enthusiastic, encouraging, patient, tolerant
- Interested in helping others help themselves

A mentor is not:

- A personal or career counsellor
- An academic advisor
- Negative
- Responsible for the mentees' career choices or personal wellbeing
- Expected to carry burdens that will impact on their own continued success
- An expert on everything!

A mentor does not:

- Dominate a mentee or make decisions for them
- Take advantage of their position
- Undermine the confidence or self-esteem of their mentee, but rather encourages and motivates through positive and constructive feedback
- Make judgements about a mentee
- Encourage dependence on the mentor
- Provide services or information outside their expertise
- Pass on confidential information shared by the mentee, unless appropriate
- Encourage antisocial or illegal behaviour

A Mentor Can Be:

- A guide and a sounding board
- A challenger and a supporter
- A confidant
- A career coach and / or an encouraging, inspiring force
- A networking facilitator

WHEN YOU JOIN THE PROGRAM YOU WILL RECEIVE:

- A carefully matched mentee-mentoring pairing
- Comprehensive online training based on a framework of competences to enable mentors and mentees to conduct a successful relationship
- A [Strengths Profile Assessment](#) and one-on-one coaching session to support you on identifying and working to your strengths - available to all mentees
- An additional [Leader Profile](#) and one-on-one coaching session - available for all Advanced Pathway mentees
- Access to over 100 resources regularly updated and designed to help stay informed about self leadership, leading others and the modern workplace
- Exclusive live and on-demand LEAD participant-only webinars on a variety of professional development topics
- Access to a selection of online interactive masterclasses.
- Option to add-on an Emotional Intelligence Assessment and one-on-one debrief session, valued at \$750. [Read about MSCEIT here.](#)
- Exclusive connect sessions to enable the sharing of ideas, work through common issues and interact with peers from a wide range of industry sectors
- Support by our dedicated LEAD Program Managers available to assist you in your journey throughout our program.



BENEFITS OF THE PROGRAM

FOR MENTEES:

- The opportunity to learn new knowledge and develop skills, strengths and abilities crucial for the modern workplace
- The opportunity to broaden your network, interact with and learn from others
- Receiving feedback, developmental guidance and support in your leadership role and sector
- Identifying professional growth and career planning opportunities
- Increased awareness of self and areas for personal growth
- Exposure to new ideas and ways of thinking
- Support in setting and managing goals
- Support and guidance on developing strengths and overcoming weaknesses
- The opportunity to develop new skills and knowledge

FOR MENTORS:

- The opportunity to broaden your network, interact with and learn from others
- Help shape the leaders of today and tomorrow and in return acquire insights, fresh perspectives, ideas and approaches
- Receive training on mentoring techniques and develop your skills in this area such as active listening, powerful questioning, mentoring roles and styles
- Gain the intrinsic reward of helping others and the satisfaction in having a positive influence on another's life
- Opportunity to contribute back to the sector/s you have worked in
- Enhance your leadership and soft skills, reinforce valuable leadership lessons and refine your own thinking
- Increase your personal networks, increase your profile and that of your organisation
- Stay abreast of emerging issues relevant to the sector/s you have worked in



WHO CAN JOIN?

Our program is open to emerging and established leaders across all industries and we encourage applications from people of all different backgrounds. We do not discriminate on the basis of race, religion, sexual orientation, gender identity, national origin, age, disability, or marital/ parental status. Should you require a reasonable accommodation to be made for your application to be assessed we would be more than happy to discuss how that can be arranged.

TO BE CONSIDERED AS A MENTEE, IT IS UNDERSTOOD THAT YOU ARE:

- An emerging or existing leader or manager. Participants can tailor their learning pathway according to their job role
- Able to commit to completing the online training within specified time requirements
- Able to commit to the full 6-month program.

TO BE CONSIDERED AS A MENTOR, IT IS UNDERSTOOD THAT YOU HAVE:

- A minimum of 5 years in a leadership role with experience of up to 2 direct reports
- Significant leadership experience in areas such as:
 - Coaching and developing individuals and teams
 - Commercial acumen
 - Negotiating, influencing and resolving conflicts
 - Experience hiring, training, developing and managing a team/s
 - Planning, organising and risk management
 - Business development and growth
 - Working towards individual and organisational developmental goals
- The capacity to commit to the online training
- The capacity to commit to the full 6-month program



WHAT'S INVOLVED?

The program is 6-months in duration. Mentors and mentees will be matched according to application responses and will be encouraged to connect with their matched partner at a minimum of every 4 weeks.

Mentees and first-time mentors will also be expected to complete online training to prepare them for their mentoring relationship. Acceptance into the program is conditional upon your commitment to complete the training.

During the program, you will receive frequent communications from Beaumont People, with helpful tips and further resources on mentoring, to gain the most value from your mentoring relationship.

ACTIVITY	MIN. COMMITMENT*
ONLINE TRAINING AND READING	UP TO 10 HOURS IN TOTAL
PREPARATION AND TIME SPENT IN MENTORING CONVERSATIONS & FOLLOW-UPS	1-2 HOURS IDEALLY PER MONTH
PROGRAM SURVEYS	1/2 HOUR IN TOTAL
STRENGTHS PROFILE ASSESSMENT (MENTEES)	90 MINS PER ASSESSMENT

*Mentees can invite their mentor to have the option to attend a 60 minute debrief

*Excludes all peer to peer connect sessions, masterclasses, webinars, events and resources which are optional mentee learning.

JOINING OUR PROGRAM

Mentees and mentors will be asked to complete a short application on the [Art of Mentoring](#) platform to understand the personal objectives for joining a leadership-focused mentoring program.

Mentees will be asked questions about their background, what they would like to achieve by working with a mentor and their personal development focuses.

Mentors will be asked about the areas in which they feel comfortable mentoring.

Please provide as much information as possible to assist with the algorithm based matching system with human oversight and sense check. Based on your application responses, we will match you with the best available mentor so please be as thorough as possible with your answers.

Matched partners will then be announced and details shared to enable contact.

Shortly after submitting their application, the mentee will receive a link to complete their strengths profile then a 1-hour strengths debriefing session will be scheduled at a convenient time for all stakeholders. The mentee has the option to invite their mentor to attend and observe the debrief if they feel comfortable doing so.

Find out more about the program [here](#).

If you would like to know more or are unsure if this program is suitable for you, you are invited to contact us at coaching@beaumontpeople.com.au

[Please find our program terms for mentees](#)

[Please find our program terms for mentors](#)

Choose a pathway that's **right for you.**

[Click the link here to view our pricing.](#)

Corporate Leadership Team packages are available. If you are interested in our Mentoring Program for a group of your leaders, please contact us for a special rate.

A discount is applied to Registered Public Benevolent Institutions, Health Promotion Charities, Environmental Charities and International Aid.
[Enquire for details.](#)

Access our [Frequently Asked Questions here.](#)

Contact us at
coaching@beaumontpeople.com.au



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