

Paul Laughlin: Mentoring Profile

Approach:

I operate as both an experienced mentor & non-directive facilitator to enable you to realize your goals. This mentoring is designed to help you raise and sustain your performance at a higher level and often also fosters personal growth.

Structured, supportive & questioning sessions focus on enabling you to achieve specific aims which we document, in such a way as to have clear success metrics. We take a holistic view of what drives your performance, especially how you can play to your strengths. Where appropriate, I can also act as a guide and offer suggestions, from my experience as a data & analytics leader. Throughout, our priority is to empower you through active listening so that you find your own practical solutions that work for you in your organization.

Clients:

Typically, my clients work as senior to middle management or in senior professional roles. Our primary focus is goal-orientated performance. Some broader issues may be discussed where these are relevant. However, this mentoring does not seek to change your values or act as a therapeutic substitute and so I will refer you to a trusted specialist, if a need arises which is better met in a more therapeutic or counselling context.

Tools used:

A number of tools are used where they are helpful. The primary tool used is exploratory questioning and active listening. Narrative & Gestalt coaching models, 'Goal Attainment Scaling' metrics and psychographic assessments are often used. Other models and psychometrics are deployed if and when they will help you. Laughlin Consultancy can also provide an academically grounded 360-degree Feedback Survey, analysis and reporting service.

Where a coaching model is to be used, I will highlight this to you and share the theoretical basis (if interested). This may include 'delving below the surface' where appropriate to address feelings or limiting beliefs which are impacting on personal performance. However, our primary approach remains action-orientated, not creating instability for you, where it can be avoided.

Ethical practice:

As a member of the Association for Coaching, I am bound by their 'Global Code of Ethics', a copy of which will be provided for you, at our first meeting. Unless you reveal information that may harm/damage you or others, everything you share will be kept confidential. An initial goal setting & contracting session will last 90 minutes. Follow-up sessions are more flexible, but I recommend a session of 90 minutes at monthly cadence, to achieve worthwhile progress.

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Ownership:

It is expected that you will own the actions we agree. Responsibilities for us both will be clearly documented in a mentoring agreement, which will also include goals to be achieved and metrics for tracking progress. The contents of this agreement are broadly agreed within our initial session and a completed version is provided within the second session, to sign as a commitment from us both. If I should offer to provide any supplementary information outside of a mentoring session, this will be provided within 5 working days.

CPD:

I am qualified in Executive Coaching & Mentoring with PGC & PGD qualifications from the Institute of Leadership & Management. In an effort to continually improve, I will ask you at times for feedback on my effectiveness as a coach. You are not obliged to provide any feedback, and this will have no effect upon our mentoring relationship. For my own continual professional development, I meet monthly with a qualified Mentoring Supervisor.

Proposed structure of mentoring engagements:

- Initial 1.5 hour scoping meeting to identify initial goals & duration of engagement – *this can be delivered using your preferred video conferencing app (Zoom, Webex, MS Teams etc).*
- Fortnightly or monthly 1.5 hour mentoring sessions (for duration agreed) – *this can be delivered using your preferred video conferencing app (Zoom, Webex, MS Teams etc).*

During the initial scoping meeting, as well as setting goals, I will explain the Association for Coaching code of ethics, the protection this provides for us both and I'll provide you with a copy to keep. Initial goals and approach will also be captured in a Mentoring Agreement which we both review and sign once agreed. This 'coaching contracting' needs to be completed prior to commencement of the first monthly coaching & mentoring session.

Cost:

Mentoring packages are tailored to the client need, so can vary in frequency & duration.

Estimates of cost can be calculated using the rate of £322 per session + expenses + VAT.

How to contact:

To discuss mentoring, or your specific requirements, further - Paul can be reached by:

Phone: +44 7446 958061

Email: paul@laughlinconsultancy.com

Website: laughlinconsultancy.com