

## **Developing Leadership? – mentoring could be the answer.**

We all understand the value of great leadership, and the importance for developing leadership capabilities in our staff. However, not many businesses really know how to support the development of leadership skills.

Sometimes we send staff to expensive leadership training and sadly we do not get the desired results. The truth is leadership is complex, and once off training is not likely to deliver the impact we are looking for.

A formal mentoring program for your leaders might be the answer, providing a win-win for your business and your leaders.

The mentoring relationship is built on mutual trust, respect and communication that empowers leaders to progress within their roles.

Mentoring assists leaders to develop a series of milestones that would form a step-by-step approach for them to attain the long-term goals, for example, building confidence in leading others, confident communication at a higher level, able to undertake courageous conversations with senior staff and assisting in developing better understanding of the business through a leadership focused lens.

Margaret Balsillie our human resources consultant has assisted many organisations within the NFP community sector in the support and development of leaders through formalised mentoring programs.

The mentoring process provides support for leaders in their development and provides ongoing support for them to:

- examine professional issues that may impact on their ability to lead.
- obtain exposure to new ideas and ways of thinking.
- develop strengths and overcoming challenges.
- Be at the centre of their professional development and career advancement.
- develop new skills and knowledge.
- obtain recognition within the organisation.
- be better leaders of others to assist them in their development.

Margaret sees working in the mentoring space as a privilege which allows her to professionally work with leaders to grow and develop their professional knowledge and skills.

If you think mentoring could be the answer for you and your leaders, why not give Margaret a call to discuss how mentoring could work for your organisation.



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