



ems e-news

Business Mentoring

The major reasons for introducing business mentoring include:

- > Improvement in financial performance
- > Acquisition of new skills your business
- > Changes in corporate behaviour

Article written by:

John Scutt –Managing Director
The Lindfield Partners Pty Ltd

The Lindfield Partners Pty Ltd
Suite 6, 12 Tryon Road
Lindfield NSW 2070 Australia
Phone: 61 2 8407 9372
Fax: 61 2 8407 9472
Email: john@lindfieldpartners.com.au
www.lindfieldpartners.com.au

Mentoring You and Your Team!

The old cliché of working in your business rather than working on your business is very real for many SME business owners. In the normal business environment you are no doubt focussed on survival in an increasingly competitive market.

However, if you think about the situation you should ask yourself the question “ Am I ignoring the potential improvement that could be gained by having a trusted Business Mentor working with me and my team?”

It is not difficult to understand that people or team goals can have a profound impact on the success of your business. The primary reasons for introducing business mentoring are to accelerate:

- Improvement in performance
- Acquisition of skills
- Changes in behaviour

Here are a few facts to think about.

- The successful businesses today are ones that attract and keep great people on their teams.
- Today people are the core asset of a company and staff costs can be anywhere up to 80% of a business expense.
- People leave bosses, not companies
- Recruitment of new staff can cost 20-30% of their first year’s salary with a professional recruiter.

The starting point for any successful team is to provide an environment where the team works together in ways that ensures everyone is happy, productive and efficient. A positive team environment is an exciting and fulfilling place to work, and the results this team produces often far outreaches other teams not working in a similar situation. It is important to create an environment for people to be naturally committed.

A few pointers to developing a strong team culture starts with choosing the right people for your team. To assist this process we recommend:

1. Get very clear about the qualities, skills and attributes you need from any team member
2. Interview lots of people; have first, second and even third interviews to get down to the key people.
3. Let your staff or team have a real say in who gets the position



Mentoring You and Your Team! (continued)

Before you embark on a Business Mentoring program we will provide you with a process to establish your business requirements

- What outcomes are you hoping to achieve?
- What could stop you, and what has stopped you from achieving or overcoming these outcomes in the past?
- What resources are you willing to commit to achieve your desired outcomes in terms of time, people and money?
- How you will measure the results of your decision?
- How you will sustain the outcomes achieved?

There are many ways to improve performance and achieving growth in productivity. Our approach to Business Mentoring focuses primarily on achieving improved personal and team effectiveness. To do this we will work with you and your team identifying the resources required to improve financial performance, develop new skills and give staff personal development.

If you would like to know more about our Business Mentoring services we are happy to assist.

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