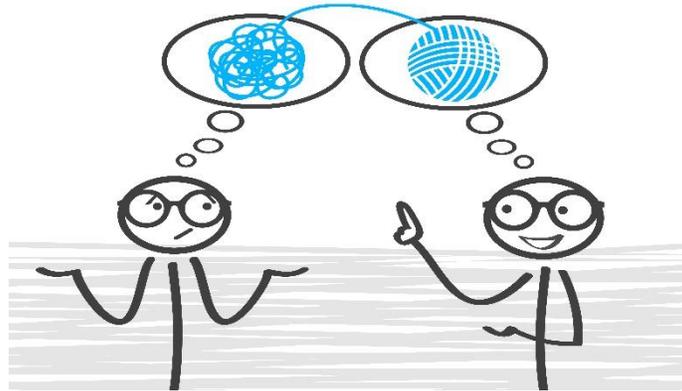


## Mentoring Services

Baxter Warne provides Executive Mentoring services on an individual and company-sponsored basis. Mentors are trusted external advisors who objectively and unemotionally help individual leaders address and face down challenging circumstances; making sense of the 'big picture' and helping to unravel complex issues without judgement.



We listen objectively and act as a sounding board. From a deep knowledge of successful leadership behaviour, we ask questions that encourage mentees to look at issues from a variety of perspectives and focus on problem-solving, decision-making and proposing solutions. By deep analysis we challenge traditional ways of thinking and encourage strategies often outside of the mentee's comfort zone.

Away from the pressure of day-to-day activities, our mentors allow senior executives to safely re-visit and align their organisation's goals with their own life goals, vision and guiding principles. We provide guidance, support, encouragement and constructive feedback. We believe that unless you are properly balanced and taking care of the essentials for a healthy life, it will not be possible to perform optimally.

### ***Our Mentoring Specialties***

- \* *Personal Growth*
- \* *Leveraging Your Strengths*
- \* *Career Transition*
- \* *Principle-based Leadership*
- \* *Building Resilience*
- \* *Career Trajectory*
- \* *Start-Up Advice & Support*
- \* *Lifestyle Management*
- \* *Becoming "Unstuck"*
- \* *Life after Kicking the Big Goal*
- \* *Beyond your Comfort Zone*

## Getting Started

To be more valuable, good mentoring takes place over time and involves confidential exchanges built on trust. Baxter Warne offers an introductory service level which can be modified to match the mentees needs and interest. We apply the best tools and processes developed by the world's leading management schools crafting them into highly effective programs for Australian executives.

Our focus on state-of-the art, evidence-based, applied Positive Psychology helps individuals build wisdom and develop strategies that are informed by personal awareness, best leadership practice and specific industry based advice. Our mentors are very experienced in helping individuals recognise and deal with dysfunctional beliefs and help them to re-frame matters of concern into something manageable and actionable.

### Introductory Mentoring Service Level (Minimum 5 Months) - **BWM-01**

Month 1	All mentoring programs commence with Strengths Profiling analytics (including a specialist debrief) and creation of a Designing Your Life Dashboard  1.5hrs on Day 1 + 1.5 hours one week later. Total = 3 hours + debrief
Month 2	2 x 1.5 hours - sessions delivered face-to-face or via What'sApp with mentee providing a brief agenda on the day prior
Months 3-5	2 x 1 hour sessions per month

On-going mentoring is then available on a casual basis thereafter.

Customised mentoring programs are available to address particular issues of concern.

## Contact Us

For a no-obligation discussion, call our Principal, Ian Tresise, on +61 414 371 110

or email us at [ian@baxterwarne.com](mailto:ian@baxterwarne.com)