

LEADERSHIP MENTORING & COACHING PROGRAMME



Bring together two roads to create one superhighway

This is your unique opportunity to work 1-1 with our experienced mentor and coach Dale Smith.

Together you and Dale will journey through our clear and layered approach to self-development and leadership excellence.

Spaces are limited, best to secure your space today.



In today's dynamic business landscape, executive mentoring and coaching has emerged as indispensable tools for nurturing leadership excellence. Bringing together coaching which offers a personalised developmental process, fostering self-awareness, strategic thinking, and goal attainment. Conversely, mentoring offers a nurturing relationship where a seasoned business professional provides realist guidance, insights, and support to assist with practical outcomes. Combining the strengths of both modalities, the Bridge Leadership Mentoring & Coaching Model creates a new approach that offers a holistic journey that empowers leaders to unleash their full potential. All sessions are confidential and free flowing to allow individuals to better navigate their personal complexities of modern leadership through a real time lens.

COMBINED & COMPLIMENTARY **MODEL**

By integrating mentoring and coaching, this unique model delivers multifaceted benefits to leaders. With coaching complex questioning, individuals gain clarity, confidence, accountability, and enhanced decision-making. Coupled with the injection from the mentor who provides invaluable real time 'how to tips' and ideas. This open partnership gives the leader the platform to ask questions and gain specific advice from an expert. It unites the internal voice of the leader and the external voice of the mentor to build a bespoke perspective to enhance thinking and challenge when needed.

KEY BENEFITS FOR LEADERS

- Personalised guidance from an experience mentor and coach
- Enhanced self-awareness and strategic thinking
- Access to diverse perspectives and industry insights
- Strengthened leadership skills including: Growth Mindset and EI
- Resilience-building strategies for navigating challenges
- Ongoing support and accountability for goal attainment

THE ROADMAP TO SUCCESSFUL LEADERSHIP

Embarking on the journey of leadership excellence requires more than mere ambition; it demands a strategic approach coupled with personalised guidance. The Bridge Leadership Mentoring & Coaching Model serves as a meticulously designed journey map, guiding leaders through five transformative sessions. Each session is thoughtfully curated to address distinct facets of their leadership development, blending structured guidance with flexibility to accommodate individual needs, confidence levels, and learning styles.

This strategic framework empowers leaders to navigate various stages of their own development journey with confidence, clarity, and adaptability. As leaders progress through each session, they not only gain valuable insights but also layer on newfound insights, building upon the foundation established in previous sessions. No two sessions are the same as they are equally guided by the needs of the leader and their openness to discussing personal challenges and barriers.



SESSION FOLLOW-UP

Reinforcing Learning and Guiding Action

After each session, the mentor coach will provide a personalised follow-up email to reinforce outcomes and guide actions. This email serves as a valuable resource, summarising key highlights, agreements, and insights discussed during the session. Additionally, practical strategies and guidance will be offered to assist leaders in implementing discussions into actionable plans. This can range from additional reading sources and exercises to increase self-awareness and or emotional management.

THE JOURNEY MAP IN MORE DETAIL

Pre-Session Consultation: Establishing Trust and Partnership

Before delving into the structured sessions, the journey begins with an exploratory **90-minute pre-session consultation**. This serves as a pivotal moment for both the leader and the mentor coach to establish a foundation of trust and rapport. During this open dialogue, past experiences, work/learning history, and aspirations are explored, fostering an environment of transparency and mutual understanding.

Trust, the cornerstone of any successful mentor coach relationship. This is emphasised and starts to be built with the assurance that confidentiality is guaranteed. Success can only be gained once this mutual respect allows for candid discussions throughout the journey. The establishment of this partnership approach paves the way for humility and vulnerability, enabling authentic communication and practical insights to flourish.

Through this collaborative process, the coach and mentor gain a deeper understanding of each other's communication styles and preferences, laying the groundwork for an effective journey.

Session Introduction: Tailored Sessions for Maximum Impact

As we embark on each session of our mentoring & coaching journey, it's essential to highlight the commitment to a tailored and impactful experience. While each session follows the journey laid out, it's important to recognise that these sessions are not one-size-fits-all. Rather, they are meticulously crafted to meet the unique needs, preferences, and current state of mind of the individual leader. Drawing from the insights gained during the pre-session consultation, the sessions are designed to resonate with the individual, ensuring relevance, practicality, and maximum impact. Each session is **60 minutes** in durations, providing focused, personalised guidance through open dialogue.

NOTE: It is recommended that there is a two-week gap between sessions.

S1

Defining Vision (60 mins)

In this foundation session, leaders embark on a journey of self-discovery and clarity. Through reflective exercises, deep thought questioning and insightful discussions, we delve into defining personal and professional aspirations. Together, we craft a compelling vision that aligns with their values, passions, and the organisational vision and objectives. By the end of this session, leaders emerge with a clear journey and actionable goals to propel them towards their vision and version of leadership success.

OUTPUTS

- Identifying personal and professional goals
- Clarifying values, priorities, and potential barriers to success
- Setting a clear vision for their version of leadership success
- Exploring and establishing strategies for goal attainment
- Building a foundation for personal accountability and future building

2

Building Strategies (60 mins)

As leaders navigate the complexities of their roles, strategic thinking becomes paramount. In this session, we explore the art of strategic planning and execution. From analysing current challenges to seizing emerging opportunities, leaders learn to develop a robust action mindset that aligns with personal and organisational goals. Through an interactive positive lens and challenging dialogue, participants hone their strategic acumen and build practical strategies to drive growth and new ideas.

OUTPUTS

- Analysing current challenges and opportunities
- Developing strategic readiness with an action and growth mindset
- Aligning goals with organisational vision with current ability
- Focussing on effective and obtainable leadership strategies
- Monitoring progress and adjusting current coping strategies

3

Enhancing Leadership Skills (60 mins)

Effective leadership transcends authority; it hinges on emotional intelligence and adaptive capabilities. In this session, leaders turn their journey inward to self-awareness and personal enhancement. Through a 360 perspective and feedback, participants assess their leadership styles, emotional intelligence, challenge areas, and interpersonal dynamics. With a focus on practical application, leaders cultivate strategies to increase empathy, resilience, and agility, empowering them to lead with authenticity and impact in diverse contexts. The importance to see yourself as others see you is a leap forward to leadership success.

OUTPUTS

- Assessing emotional intelligence and leadership styles
- Cultivating self-awareness and true empathy for self and others
- Practicing adaptive leadership in various contexts, the many versions of YOU
- Leveraging strengths and addressing development areas
- Integrating new perspectives into daily leadership practices

4

Resilience and Stress Management (60 mins)

In today's fast-paced business environment, resilience is a by-product of effective leadership. This session delves into the art of resilience-building and stress management and hits at the core of the individuals' daily challenges. This session requires true vulnerability and humility to overcome and balance barriers. Through introspective exercises and resilience assessments, leaders identify their coping mechanisms, strategies, and areas for growth whilst introducing new ones. From mindfulness practices to proactive stress management, participants will develop a personalised toolkit to navigate challenges, foster well-being, and cultivate a culture of resilience within their teams and personal lives.

OUTPUTS

- Assessing resilience levels and current coping mechanisms
- Developing strategies for managing stress and adversity in life and work
- Enhancing physical and emotional well-being through internalisation
- Fostering resilience to better manage teams and organisational culture
- Building a toolkit for navigating turbulent times

5

Sustaining Growth and Moving Forward (60 mins)

Sustainable growth requires a commitment to continuous growth and improvement. In this session, leaders explore strategies to embed a growth mindset into their business and personal DNA. From fostering an inward/outward perspective and promoting accountability and ownership, participants learn to create an environment conducive to innovation and excellence. Through interactive discussions and mindset planning, leaders are empowered to sustain momentum, drive performance, and foster a culture of continuous improvement in their teams and organisations.

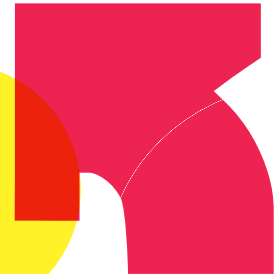
OUTPUTS

- Embedding a positive perspective into mindset and behaviours
- Cultivating a commitment to continuous improvement
- Promoting ownership, accountability, and growth mindset
- Implementing personal and outward feedback mechanisms
- Creating a supportive environment and community for ongoing growth

CONCLUSION

In conclusion, the Bridge Leadership Mentoring & Coaching Programme offers a transformative journey towards leadership excellence. This blended approach is interwoven to be thought provoking, supportive and offer real time solutions. Leaders gain invaluable insights, personalised guidance, and practical strategies to assist them in becoming more aware of their leadership strengths and potential growth areas. Led by our experienced executive mentor coach, Dale Smith, this comprehensive program ensures sustainable growth, resilience, and continuous learning for all levels of leadership.

Bridge the gap by unleashing your full potential to excellence.



PACKAGE PRICE AND ADDITIONAL SUPPORT

The comprehensive **Mentoring & Coaching Programme** package, inclusive of the pre-session consultation, five sessions, and follow-up support post each session, is priced at **£2,500 plus VAT**. This all-inclusive package ensures leaders receive personalised guidance and continuous support throughout their development journey.

Following the completion of the programme, leaders have the option to explore additional sessions or follow-up support as needed. These can be discussed and booked separately to address evolving needs and further enhance leadership capabilities.

Space is limited and for further information or to schedule sessions, please contact Dale directly at dale@insidebridge.com. Dale looks forward to supporting your leadership journey and fostering your success.

LEAD MENTOR COACH: DALE SMITH

Dale Smith is passionate about people, leadership and creating internal brand ambassadors that excel at promoting excellence in customer and employee experiences. He balances the need for both a strategic and behavioural approach to his work and has engaged with many top leadership teams on building the human factor into their organisational culture. His theoretical and life-based know-how is complemented by his NLP Master Practitioner status.



He founded Bridge in 2005, a creative agency with a vast range of offerings from major award-winning employee engagement and transformation programmes, bespoke training and consultancy in leadership and customer & employee experience. Dale is well versed in emotional intelligence, coaching & mentoring mythologies, neo-science and continues to develop new theories and programmes that are bespoke to individual client needs.

Dale is a real time storyteller and injects humour and thought-provoking insight that connects individuals to practical solutions that they can implement in both their business and personal lives. He believes that for true transformation to take place it must connect at both levels. His infectious, enthusiastic style truly reflects his desire to ensure that growth potential is met from every aspect of an organisation. He is passionate about enriching the lives of people and allowing others the opportunity to explore the power that they have within and allowing them 'to be all that they can be'.

The Bridge Mentoring & Coaching Model Programme is a personal passion project as he loves working with leaders on a personal and business mindset transformation.



Established in 2005, Bridge was founded with a clear vision: to support organisations to authentically live their values, foster better employee engagement, customer/guest experiences, and build a culture that is adaptable to the ever-evolving world. At Bridge, we embody our values: inspiring collaborative energy, pushing creative boundaries, celebrating uniqueness, sharing knowledge openly, and keeping it real and fun. These values form the bedrock of all our solutions and our creative thinking and client relationships.

We believe in the synergy between great leadership and employee engagement, customer experience, and organisational culture, recognising that they are interconnected in shaping better community leaders and businesses. With experience spanning industries such as hospitality, healthcare, finance, and technology, we understand that organisations are driven by humans and therefore exhibit human-like behaviours. Tapping into these bring life to the individual contributions to collective efforts, empowering all tiers of a company to thrive.

Our passion fuels every project, allowing us to craft bespoke solutions tailored to each business's unique needs, integrated with their values and visions. At Bridge, we believe that building exceptional representatives of great organisations is fundamental to our work ethos. Through our commitment to excellence and authenticity, we aim to leave a lasting impact on every individual we collaborate with. Overall, Bridge plays a vital role in supporting professional development and fostering a vibrant community of learners and business.

