




# Training and Mentorship

## Introduction

# Programme

## SCHEDULE

The programme generally is conducted over three months and involves twelve phases, structured over twelve sessions of one hour each or customized to meet the clients needs.

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- Introduction
  - Discovery
  - Self-awareness of strengths
  - Intrinsic drivers (values and principles)
  - Extrinsic motivators
  - Review of objectives
  - Ensure objectives are in alignment with career, values and life-stage
  - Personal development plan
  - Goal setting
  - Resource review and goal visualisation
  - Implementing plan
  - Review plan

# Expectations

## FOR THIS PROGRAMME

The programme addresses the requirements of the individual. These generally fall into the following categories:

- Targeted Skills Mentoring
- Transition Mentoring
- Developing Leaders Mentoring
- High Performance Mentoring
- Executive Leader Mentoring

# What is Mentoring?

*The secret of change is to focus all of your energy, not on fighting the old, but on building the new.*

*Socrates*

## MASTERING THE ART OF LEARNING

Mentoring is not coaching nor therapy. Mentoring is a co-created and collaborative relationship based on thoughtful questioning and focussed objectives to achieve meaningful outcomes.

The broad bouquet of knowledge invested in the programme spans a range of areas for development and growth: leadership, management, developing functional boards, strategy development and execution, talent management, training and development and dispute resolution. This programme begins with a personal audit of strengths, followed by drafting a personal development plan that is both practical and easily actionable. From there the collaborative learning experience is co-created, focussing on the mentee's requirements.

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