



## Mentoring and Coaching Programs



*Mentoring and Coaching provide the support often needed beyond training to enable people to apply the complex mix of project management and leadership skills “on the job”.*

### Description

**Group Mentoring** - The Fissure model for mentoring is to work with your project leads and project managers to help them improve their project management and leadership skills. We mentor our clients through the process of directing people and material resources throughout the project life cycle teaching established management techniques to achieve established objectives of scope, quality, time, cost, leadership and stakeholder satisfaction. A Fissure mentor can work with 2-5 project managers at a time. This is done in a mixture of onsite visits, e-mail and phone conversations. Although our mentors have a significant amount of experience in managing projects, their style is to ask questions of the project manager to elicit their responses to the issues they encounter. This approach enhances the development and confidence of the project managers. In some situations the mentor may suggest specific solutions for the project manager to consider. The mentor will also have a wide range of resource material that can be made

available to the project manager to broaden their knowledge base and to help with specific situations.

### Individual Coaching and Mentoring

The Fissure Coaching and Mentoring Program is an individualized personal development program in which the coach works closely with the manager to assist in the continued development of his or her leadership, teambuilding, communication, relationship and project management skills. The goal of the program is improved effectiveness in the workplace. The program begins with the identification of the goals and expectations from the perspective of both the participant and his or her management. Then an assessment of the participant’s leadership practices, behavioral tendencies, team building skills, relationship skills and project management skills is conducted using survey instruments and interviews. Based on these assessments, the coach and participant jointly create an individualized development plan. The heart of the program is one to one coaching sessions, both scheduled and ad hoc, to provide feedback and guidance assisting the participant in obtaining his or her desired goals.

### Benefits of Mentoring Groups

- Accelerates the development of project management maturity- delivering on time, on budget and meeting requirements.
- Saves your senior staff members' time and energy allowing them to focus on other initiatives
- Promotes standardization of leadership practices across the organization
- Provides valuable knowledge and wisdom that would take years to accumulate

### Benefits of Mentoring and Coaching Individuals

- Clarifies individual goals and expectations
- Provides a structured framework for improvement
- Identifies leadership strengths and weaknesses; maximizes strengths & improves weaknesses
- Offers professional feedback and support to reach desired goals

### Who Should Attend

Fissure Mentoring and Coaching services can be beneficial for any manager or team lead seeking to grow their project management and leadership skills. These services will offer immediate, long lasting improvement in their professional lives and add value to the corporation.

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