



IMC MENTORING PROGRAM - Choose Your Own Journey!

IMC Australia is pleased to offer a Mentoring program for:

- Those new to consulting
- Those wishing to accelerate their journey to CMC
- Those wishing to undertake personal and professional development in a bespoke and individualised framework
- All participants in the Management Consulting Foundations Program will have access to an IMC mentor of their choice for a free 30-minute mentoring session

Overview

It is well known that those who choose to be mentored achieve their goals faster and with more confidence. For those seeking to undertake an intensive personal development program and to source assistance in managing and growing their consulting businesses, the IMC Mentoring Program is for you!

The IMC Mentoring Program is available to all members and others who wish to develop these capabilities:

- Consulting skills
- Professional skills in a consulting environment
- Consulting business management
- Consulting business development
- Leadership and Communication skills
- Personal development and growth

The purpose of the IMC's Mentoring Program is to encourage and support program participants in their personal and professional growth as management consultants. Mentoring will complement other IMC programs including the CMC Program, by providing guidance to consultants, both new and developing, from experienced Certified Management Consultants. Participants in the IMC Management Consulting Foundations will be able to access a free 30 minute mentoring session with the IMC mentor of their choice as part of the program. Program participants are responsible for designing their own mentoring adventure, choosing their development needs and their development journey, and working with their Mentor to progress their own development.

The IMC is offering to help members new to consulting to sign up with a consulting veteran of many years standing to embark on a mentoring journey.

- Mentoring sessions (30 minutes each) can be booked by contacting jenifer.frederick@imc.org.au. Sessions can be booked either as a one-off event, or in blocks as follows:

Number of Sessions booked at one time	Duration	Price (ex GST)	Price (ex GST) per session
1 session only	30 minutes	\$500.00	\$500.00
2 sessions	60 minutes	\$950.00	\$475.00
4 sessions	120 minutes	\$1800.00	\$450.00
6 sessions	180 minutes	\$2550.00	\$425.00

- In the email to jenifer.frederick@imc.org.au, participants will need to nominate
 - How many sessions they are booking, and
 - Which mentor they want to choose.
- An invoice will be issued by the IMC, and upon payment, a virtual introduction will be arranged with their IMC Mentor of choice.
- After that, the mentor and mentee will make their arrangements to meet for the number of booked sessions.
- You and your mentor will plan your meetings (face to face or online as you choose) and the agendas, to help you focus on what is important, and to build a plan of actions and learnings which will help you get there safely, but much faster and more easily than if you were to take a solo journey. Your mentor may ask you to provide a CV and LinkedIn profile, as well as a short summary of your expectations about what you want the mentoring session to achieve.
- All participants in the Management Consulting Foundations Program will be able to arrange one free 30-minute session with the IMC mentor of their choice, as part of this program.

Mentors are drawn from the CMC cohort, and all are very experienced consultants with extensive business management skills. Current mentors are:

- [Peter Westlund – Perth WA](#)
- [Jenifer Frederick – Canberra ACT](#)
- [Christine Cox – Brisbane Qld](#)
- [Stephen Wood – Melbourne VIC](#)
- [Steve Ibbotson – Adelaide SA](#)
- [Roger Daventry – Perth WA – face to face only](#)

Other CMCs may volunteer to join the program as Mentors by contacting the Mentoring Program Coordinator jenifer.frederick@imc.org.au.

Preparation time for the mentor and mentee will take place prior to the mentoring session, and are included in the fee for the 30 minute session.

The scheduling of each Mentoring Session which will be negotiated between the Mentor and Mentees.

Fees are not refundable, but if either party gives the other 1 business days' notice that they are no longer available, an alternative time may be negotiated.

Role of the Mentor

The Mentoring relationship is based on the Mentor providing encouragement, constructive comments and suggestions, guidance, and being open, developing mutual trust, and having a willingness to learn and share. The Mentor needs to be able to:

- provide support and guidance in career development as a management consultant
- provide guidance that will assist the Mentee to develop the knowledge, skills and attitudes necessary for success as a consultant, and in their business
- express an opinion and give honest, constructive feedback on the situation – not the person, in a non-threatening way
- be enthusiastic (Mentors have the opportunity to leave an indelible impression on participants and their future career)
- devote quality time to the relationship
- be approachable and able to relate to the needs and issues of the Mentee
- be open minded, patient and empathetic to people from diverse backgrounds or whose personalities are significantly different from their own
- encourage participation and maintain regular contact with the Mentee
- be a good role model by having personal traits of honesty, openness, personal integrity, confidence, and credibility
- have well developed active listening skills – most of the talking should be done by the Mentee
- be prepared to learn from the Mentee – we all have something to teach each other

Responsibilities of the Mentees

To obtain the maximum benefit from the program, Mentees should:

- have identified development issues for themselves for discussion during the Mentoring Program
- devote time to preparing for meetings and discussions with the Mentor
- maximise the potential of the relationship by developing agenda items for discussion about their development needs and possible solutions
- be prepared to seek and accept advice from their Mentor
- be prepared to develop Action Items following each session, and to undertake agreed actions
- be prepared to openly discuss career and sensitive issues with their Mentor
- maintain dignity and respect in discussing the behaviour and/or performance of their clients, staff and colleagues with their Mentor
- be prepared to accept independent feedback about their own behaviour

Preparation for Initial Mentoring Session

- What background information about the Mentee and the Mentor needs to be shared to develop an understanding of where the Mentee is in their career journey eg CV, LinkedIn profile, etc

- What are the Mentee's challenges, their goals, their support needs?
- What does the Mentee want to achieve or learn from their mentoring session – the more specific the objectives are, the better support the Mentor can provide, and the less likelihood there will be about an expectations gap
- It doesn't matter if the Mentee requires coaching in a particular skill area, Mentors can also help with the smaller things as well as the bigger issues
- Building rapport in the online meeting world is a challenge – make sure the technology is getting the best results to enable meaningful connections and the best possible eye contact

Additional references are attached to assist the Mentor and the Mentee gain the most from the mentoring sessions.

Feedback on the program from both Mentors and Mentees can be provided at the conclusion of each session by using the following QR Codes. Information shared by Mentor and Mentee will remain confidential.

To inquire about this program or for further information, please email jenifer.frederick@imc.org.au

Feedback QR Codes & Questions

For Mentoring Program Participants



Rating Scale 1 – 5 is used

Q#	Question
Q1	I was satisfied with the Mentoring Program
Q2	The 30 minute sessions was sufficient for me
Q3	I was satisfied with the contact and meeting arrangements with my Mentor
Q4	I was well prepared for my Mentoring Session
Q5	My Mentor was well prepared for my Mentoring Session
Q6	The Mentoring Session helped me with my development needs
Q7	The fee for the Mentoring Session represented Value for Money
Q8	I would recommend the IMC Mentoring Program to others



*The home of professional
management consultants*

For Mentoring Program Mentors



Rating Scale 1 – 5 is used

Q#	Question
Q1	I was satisfied with the Mentoring Program
Q2	The 30 minute sessions was sufficient for me to meet Mentee needs
Q3	I was satisfied with the contact and meeting arrangements with my Mentee
Q5	My Mentee was well prepared for my Mentoring Session
Q4	I was well prepared for my Mentoring Session
Q6	The Mentoring Session helped my mentee with my development needs
Q7	The Mentor fee for the Mentoring Session represented Value for Money
Q8	I would recommend the IMC Mentoring Program to others



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References

[What is Mentoring? | ATD](#)

[Introduction to mentoring: A guide for mentors and mentees \(apa.org\)](#)

[Mentoring Matters: Three Essential Elements Of Success \(forbes.com\)](#)

[Managers As Mentors: Building Partnerships for Learning eBook : Bell, Chip R., Goldsmith, Marshall: Amazon.co.uk: Books](#)

[Would You Make A Good Mentor? – John Dabell](#)

[The GROW Model of Coaching and Mentoring - A Simple Process for Developing Your People \(mindtools.com\)](#)

[Grow Model | A Guide Of Coaching And Mentoring - Lapaas](#)

[The OODA Loop Explained: The real story about the ultimate model for decision-making in competitive environments | OODA Loop](#)

[Learning Styles - The Models, Myths and Misconceptions – and What They Mean for Your Learning \(mindtools.com\)](#)

[What Efficient Mentorship Looks Like \(hbr.org\)](#)

[The power of mentoring: Lori Hunt at TEDxCCS – YouTube](#)

[How to be a Great Mentor | Kenneth Ortiz | TEDxBethanyGlobalUniversity - YouTube](#)

[Why the Power of Mentoring can Change the World | Shirley LIU | TEDxEDHECBusinessSchool - YouTube](#)

[What is mentoring - YouTube](#)

[Mentorship 101: How To Structure The First Meeting & The Best Questions To Ask A Mentor | xoreni - YouTube](#)

[The Benefits of Mentoring - YouTube](#)

[Mentoring For The First Time? 14 Tips To Start Off On The Right Foot \(forbes.com\)](#)

[Prepare for your Mentor Meeting: Questions and Best Practices – Imagine | Johns Hopkins University \(jhu.edu\)](#)

[How to prepare for mentoring: a mentee's guide | Hertalis](#)