

Supervisor Mentoring

Supervisor Mentoring is a one-to-one development process that slingshots your high-potential, recently promoted or experienced-but-derailing supervisors who need additional, personal or customized support to be the leaders you need them to be – sooner rather than later.

Because:

- ✓ Even the best leadership training may not “stick” sufficiently without immediate application and on-the-job support when applying key principles to the real world.
- ✓ Every leader and supervisory role is unique, so one-to-one mentoring allows for differences in learning styles, fast-changing priorities and customized service.
- ✓ One-to-one mentoring ensures the greatest flexibility for field-based supervisors who are unable to meet the scheduled sessions of The Supervisor Survival System™ or want to augment that experience.

You Need *Supervisor Mentoring* When:

- ✓ Your supervisors need no non-sense insights about their strengths, weaknesses and blind spots so that they can better grow their range of skills with the help of outside perspectives.
- ✓ You have high-value, high-visibility supervisors who cannot afford to stumble, take too long to develop, or get needed results in their current roles.
- ✓ You have supervisors who need someone to hold them especially accountable and keep them in action, but you don't have enough time for this more personal attention yourself.



Tom Davidson works with natural resource executives and others who want to accelerate their leaders, get their teams on track, and get new results from their leadership pipeline.



“My training with Tom changed my life. It has given me the necessary tools to be a confident professional leader within my agency.”

— Kelly Norris,
District Forester
Wyoming State Forestry Division



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You Get

- ✓ An initial consultation to assess the supervisor's needs, goals, current challenges, and long-term aspirations.
- ✓ Targeted assessments for deep insights about the supervisor's leadership tendencies, strengths, weaknesses, and blind spots.
- ✓ Carefully selected support resource materials to fit the supervisor's developmental needs and goals.
- ✓ A six- or 12-month mentoring package that includes bi-monthly sessions with customized assignments and accountabilities.
- ✓ Full-time email access for unexpected challenges and on-the-spot consulting.

So That

- ✓ Your high-potential supervisors get the extra attention they need without diverting more of their manager's time away from strategic matters.
- ✓ Your key supervisors are fully prepared to not only survive in their current roles but become well-prepared for the next ones as well.
- ✓ Your aspiring supervisors and managers get the training, tools and principles they need without traveling to larger-scale, more expensive and generic training institutes.
- ✓ Your valued leaders get real-time learning, just in time and just for them rather than academic theory that may not be directly applicable for years.
- ✓ Your supervisors get the flexible training they need without leaving their territories and incurring unnecessary travel expenses and opportunity costs.



“Tom’s wide variety of interests and breadth of experience make him easy to talk to and very skilled at assessing situations. I have already benefited from the coaching sessions and would definitely recommend Tom to anyone who is looking for coaching to reach the next milestone on their career path.”

**– Tracy Schneider, Director,
US Card Brand Strategy,
Capital One**



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