

**Cygnus Mentoring &
Professional Development**

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Mentoring and professional development



CYGNUS

One-to-one mentoring

Fresh thinking...
...a way forward



Fresh thinking... ...a way forward

Our modern world is full of interesting opportunities and challenges. Mentoring offers you a chance to explore how you respond to them and to create really effective goals for yourself from both a work and personal perspective. Your mentor will respect your confidentiality and help to build up a trusting relationship for your benefit.

What are the benefits?

Individual

- Provides a safe and confidential space for exploring your challenges and opportunities
- Encouragement to develop your own goals and strategies for personal and professional development
- Helps to identify the blocks and personal sabotages that may get in the way of a fulfilling career and home life
- Above all is supportive and non-judgmental

Organisational

- Promotes a sense of being valued amongst those being mentored
- Improves recruitment and retention
- Enables employees to explore ownership of or challenge to organisational objectives

Who would benefit?

Almost anyone can benefit from mentoring. It is particularly useful for professionals and managers in all these areas of responsibility:

CYGNUS MENTORING

We are a small partnership, with a wide experience of mentoring and mentor training. Much of our experience has been within the health care sector over the last 14 years, but we are happy to work with other professionals to meet their needs. Our associates are psychologists, coaches or doctors with educational experience. We believe in working with small groups as this adds value to the learning experience.

- Change in your organisation
- Transitions and life changes
- Making career choices
- Taking on new roles or appointments
- Times of difficulty (such as stress or reduced performance)
- Reflection and personal goal setting (encouragement to find own solutions)
- Benchmarking and evaluation of the progress of the mentoring (are you getting out of it what you want?)

What happens in the session?

Each session is confidential and is conducted in a mutually convenient place.

The style and content of the session will alter according to your agenda but there is an overall structure to the sessions:

- Confidentiality
- Each session lasts about 1½ hours
- Your mentor will help to build a trusting non-judgemental relationship
- The agenda belongs to you (you will not be told what to do)

Who are the mentors?

Dr Peter Harborow is the director of Cygnus Mentoring and is also a sessional general practitioner in Sussex, with 15 years experience in mentoring for both the health care sector and other professions outside.

His work is informed by qualifications in counselling and stress management, and medical education with experience of not only setting up mentor schemes and training mentors, but also in the facilitation of teams to work effectively.

Cygnus has associates, with wide experience that can also offer mentoring.

Business arrangements

The sessions will be held in a suitable place agreed by you and your mentor.

The charges are £50 per hour for individuals and £80 per hour for organisational mentoring.

If a cancellation is necessary this should be made 48 hours before that session otherwise the full charge will be payable.

Other courses are available, the following are just a few:

- Stress management
- Time management
- Communication skills
- Team building
- Leadership

CONTACT US

If you would like further information, on any our services, please contact us – full details can be found overleaf.