

Mentoring Program with Veer Consultancy Services

Only Transformation No Certification

“A lot of people have gone further than they thought they could because someone else thought they could.” - Unknown

About the program –

One-on-one guiding, or mentoring, is one of the oldest forms of teaching. Our parents and grandparents are our earliest mentors; later, we may be mentored by--or act as mentors to--brothers, sisters, and friends.

The word mentor comes from Mentor, who was a wise friend of the mythical Greek warrior Odysseus, and who took charge of Odysseus's son Telemachus while the hero was fighting the Trojan war.

The sole objective of this program is to prepare the participant for facing the world with all the skills required to meet the challenges of Personal and Professional Life.

It is based on the time tested ancient *Guru Shishya* tradition wherein the Guru guides the Shishya to develop himself from within .The focus of such a program is to develop the whole person and so the techniques are broad and require wisdom in order to be used appropriately.



There are many examples from Indian history viz Chandragupt become the king because of Chanakya, Pandavas won the battle in Mahabharat because of guidance of Shri Krishna, King Shivaji was effective because of able guidance provided by Dadoji Kondev and Maharana Pratap became effective under the able guidance of Acharya Ragvendra . One thing common in all this examples is there was a one to one personal relationship. Traditionally, mentors have been guides and advisors. Mentor is

expected to be a person of experience, wisdom and integrity. At VCS we have a team of mentors to develop similar relationship between the mentee and mentor through our mentoring program.

One day with a Great Teacher is better than a thousand days of diligent study.

Program Objective –



A) Overall Personality Development –

1. Self analysis—The program will help the mentee to work on his/her strengths, develop motivational strategies to act consistently towards success, develop a passion for whatever he/she does, enhance his/her relationships and achieve personal excellence. Understanding oneself with a focus of Individuality Development and not

Personality Development

2. A habit of reading & self learning will be inculcated as that is the only way one can excel in all walks of life.
3. A respect towards Indian Ethos and its practical applicability.
4. Enhancement of physical and mental capacity and stamina to work in the current stressful and hectic business environment.
5. Enhancement of Problem Solving , Communication and Listening Skills



B) Grooming for family business -

1. Equip young family business managers with management concepts and techniques for meeting the distinct challenges in managing a successful, growing family business.

2. Prepare the family member for developing a strategic and general management understanding of the

business backed by a global perspective.

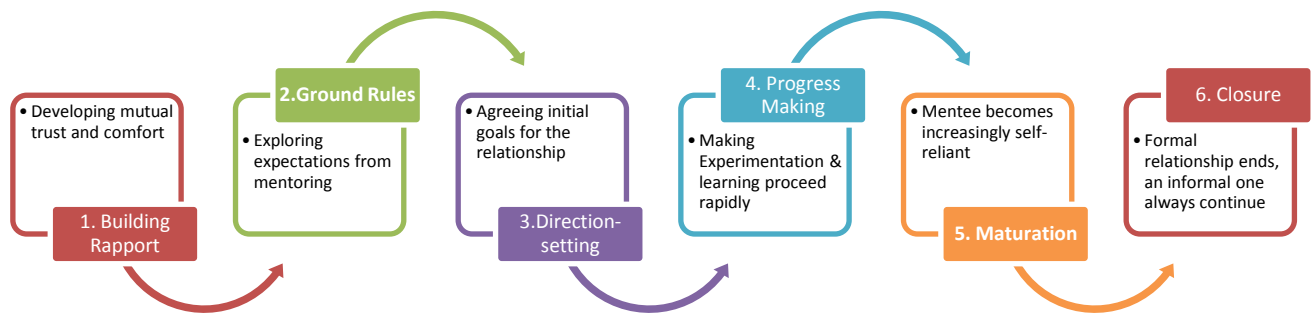
3. Inculcate in the family member the attributes of continuous learning and reflection which would enable him/her to keep abreast of the future.
4. Develop a keen business interest in the external world beyond the family and the business. Understand and synergize the dual role played by a family member, as a member of the owner family, and as a business manager.

Program Delivery -

The mentee will be coached in various walks of life by giving personal attention and having a continuous evaluation process. There will be classroom sessions, guided readings, case studies, role plays and simulations. Participants will be enrolled for various workshops/ seminars that help him/her to be a successful person and **not** just a successful businessperson.

Participants will be required to read specific books/research papers /articles and make presentations to the mentor along with his/her comments.

Mentoring Cycle



How Mentors Help To Learn –

Mentor Acts as –

- ‘The Guide’** - Hands on guidance, explaining how and why; creating opportunities to learn
- ‘The Challenger’** - Making Waves ; challenging, stimulating, questioning, probing
- ‘The Role Model’** - Unseen, largely unfelt. The Mentee unconsciously adopts aspects of the mentor’s thinking behaviours and/or style

Batch Size – Maximum 9 participants

Program Fees – Rs.1,35,000 plus service tax

Program Tenure - 11 months

Fix an appointment - Call: + 91 9867239899 or + 91 9820957833

FAQ's



What will the mentor do?

Your mentoring will be tailored to suit your individual needs so it's hard to be specific. In general terms, your mentor will firstly work with you to conduct a confidential personal and business assessment and define your mentoring requirements and objectives. Using this assessment your mentor will develop an agreed action plan with you and then work with you to implement the plan.

How can I expect my mentor to work alongside me?

Depending on your challenges and circumstances you can expect your mentor to do some or all of the following:

- Facilitate growth by sharing resources and networks
- Challenge you to move beyond your comfort zone
- Create a safe learning environment for taking risks
- Assist with the implementation of any training that you do into your business
- Share knowledge and life experiences
- Provide guidance and advice
- Listen
- Inspire and offer encouragement
- Be genuinely interested in questions and concerns
- Be open and honest
- Discuss goal setting
- Support the implementation of business knowledge and skill

What are the benefits of mentoring?

Mentoring offers many benefits. By participating in a mentoring relationship you will be able to realise the following:

- Enhanced strategic life and business initiatives
- Improved productivity
- Elevating knowledge transfer from just getting information to the retaining of practical experience and wisdom
- Critical feedback in key areas, such as communications, interpersonal relationships, technical abilities, change management , conflict management and leadership skills

- Having a sharper focus on what is needed to grow personally and professionally
- Acquiring specific skills and knowledge that are relevant to personal and professional goals
- Access to a friendly ear with which to share frustrations as well as successes