

# Client focused, intent on finding solutions

Our team consists of change management agents, business and life coaches, and experienced focus group, meeting and workshop facilitators.

With our team of experienced industry professionals we are able to confidently address issues facing your organisation.

We can help you prepare for service inspections or Comprehensive Performance Assessments (CPA).

Post audit, inspection or CPA, we will work with you to implement recommendations.

We have the right solution for your organisation.

We work with private, public and voluntary sector organisations.

[www.aeconsulting.co.uk](http://www.aeconsulting.co.uk)

## ***Coaching & Mentoring***



**Arbouin Edwards**  
Consulting

***“Enabling our Clients to Reap the  
Fruit of their Labour”***

## Mentoring

In Greek mythology, when Odysseus went to sea, he left his son Telemachus in the hands of 'Mentor' to tutor him. Mentoring has been around for many years without being formally recognised as such. We can all recall occasions when we have been supported by others such as aunts, uncles, and family friends, teachers who will spend a little extra time working with us to understand different issues or navigate obstacles.



Mentoring is now accepted as a formal way of developing talent and is one of the fastest growing methods of developing skills and talent in European organisations. Mentoring is recognised as a means of facilitating transformation in our thinking patterns. Experience has shown that successful mentoring programmes will deliver some of the following organisational benefits:

- Effective organisational change
- Developmental opportunities for both mentors and mentees
- Increased moral and loyalty among staff

## Diversity Mentoring

Increasingly organisations are becoming diverse, not only to stay the right side of the law, but because it makes good business sense. The increased diversity of the population means that organisations have to pay attention to the make up of their staff, Boards and top management teams. In order to attract and retain the loyalty of their BME customers, private companies increasingly ensure that they demonstrate inclusivity, or their profit margins might fall. Likewise, public services operate as a result of the grants they receive from central government, and local and business rates. Much of this funding is contributed by members of the BME communities who not only pay business and local rates, but have huge influence on those elected to political office through the ballot box. As a consequence, organisations readily recognise the importance of reflecting their local communities. Legislation also dictates a contribution by public bodies to community cohesion.

Diversity mentoring is a way of developing, encouraging and motivating staff. It will foster an environment of inclusivity and encourage loyalty to the organisation. Recognised mentoring schemes can assist organisations to attract and retain BME staff, help to address the challenge of recruitment and retention, and improve the organisations reputation as a good employer.



## Coaching

Coaching continues to climb the ladder of importance and has now become part of the business vocabulary. Like mentoring, coaching is a way of unlocking the potential of your workforce.

There are now career coaches, wealth coaches and time management coaches to name just a few.

We have higher expectations of ourselves and others in both business and personal settings.



## Strategic Alliance

Working in collaboration with Professor David Clutterbuck of Clutterbuck Associates,\* we are able to tailor and develop a mentoring or coaching scheme to suit your need. Working together, our experienced consultants are able to facilitate the development of your staff.

\*Clutterbuck Associates is the world's leading provider of mentoring programmes and has more than 25 years' of research into concept and best practice in mentoring.