



when we think

## Mentorship Programme

The quality of everything we do depends on the quality of the thinking that we do first.

And the quality of our thinking depends on how we are treated as we are thinking.

*Nancy Kline*

The Time to Think Mentorship Programme directly addresses and turns on its head the inherent and often unrecognised inequality in the mentor / mentee relationship. In this way, it takes a very different approach to other mentoring programmes and avoids the two most common pitfalls. This programme ensures that:

1. The focus is on developing the independent thinking of the mentee
2. The mentee gains optimal value from the mentor's experience, history and knowledge

Mentorship conducted in this way is empowering for the mentee, satisfying and rewarding for the mentor and ultimately extremely effective in supporting the mentee's development.

As well as specific tools, strategies and structures for mentorship, you will learn and experience together, the power of the Ten Components of a Thinking Environment® as a way of being with each other. To increase trust, improve safety and ultimately encourage and allow respectful and open interaction.

### What to expect

- Learn a structured approach to mentorship which champions the independent thinking, development and growth of the mentee
- Learn and practice techniques to turn issues into specific questions that can be addressed together
- Discover the Ten Components of a Thinking Environment®
- Learn powerful techniques to challenge limiting assumptions that hold you back
- Gain an understanding of the courage required to think for ourselves, and how to make it safe for others to do so in our presence
- Gain new skills, awareness and tools, to improve psychological safety, increase respect, and ultimately improve the quality of Thinking and make better use of time
- Experience group mentorship in a way that can be transferred to your business
- Gain expertise which can be applied across your organisation to improve the quality of your meetings and all interactions



## Is it for me?

Are you a mentor/mentee pair who would love to develop an equal, respectful and empowering relationship? Are you interested in finding ways to pass on valuable knowledge, skills and experience, in a way which keeps both parties thinking well? Are you interested in adopting leadership skills that will enhance the thinking of all those around you?

If so, this course is for you.

## The practicalities

- Virtual delivery on Zoom to a group of up to 6 participants over 2 days
- 4 half day follow up workshops over the following 12 months
- Full course notes for all participants
- Cost is £1,250 per delegate (instalments can be arranged)

## What others say - words from previous attendees of When We Think courses

The Mentorship programme with Becca was both highly enjoyable and educational for both my dad (my mentor) and myself. We went into the two days not really knowing what to expect, and dad in particular wondering if it would be the best use of our time. However, Becca opened our minds to a whole new way of thinking that we are already implementing within the business.

The Thinking Environment gives us the time and space to truly think about the topics or problems we are facing, and gives everyone the time to be heard, which already is leading to a more productive and harmonious working environment.

Tommie Hoban, Financial Planner, Hoban FP

The course and Time to Think framework were really beneficial. A key benefit is the mindset change it has enabled, prompting each of us to consider our contributions to meetings and allowing space and time for others of different styles to still participate fully. This has probably had the larger impacts as it's enabled all team members to consider how they interact with others and truly listen to everyone else.

Matthew Bradford, Engineering Team Lead IRESS

## To learn more

This link to a [Masters Study](#) by Emily Havers gives more detail on the measurable effects of a Thinking Environment® in business.

You can also find my article on how the Thinking Environment supports psychological safety [here](#).

If you are interested in understanding more about the mentorship programme, please contact [becca@whenwethink.me](mailto:becca@whenwethink.me)