

IT EXECUTIVE AND MANAGEMENT MENTORING

As technology continues to grow in importance, building the capability and competency of your IT, GIS, and digital leaders is vital to your success.

"An hour with a mentor is worth ages, learning it the hard way. A mentor is someone who has done it before you and is willing to share the pitfalls of his journey. I can very well relate to every word in both these statements while working with a Perry Group mentor. They have done it before and are enthusiastically willing to share their experiences, from collaboration with several municipalities. The mentor has often pointed me in the right direction. Mentoring and encouragement have helped me professionally and allowed me to better contribute to our organization. I would strongly recommend Perry Group mentoring to anyone who wants to move ahead in career." Manager of Digital, Data and Delivery.

A one-to-one mentoring program over six months or more may help you, your IT leader, or your IT management team benefit from our experience, our knowledge of other municipalities and our connections with IT executives and managers who face similar challenges.

The mentorship program is focused upon developing the mentee's approach to technology, people, relationship and process management. We match mentors with mentees based on personality, skills and areas of targeted potential growth.

We help by sharing our experience, helping with challenges that they face, providing fresh perspectives, and helping mentees think critically about how to grow and develop professionally.

If you are interested in finding out more or would like to reserve a block of mentoring by our team of mentors with proven municipal sector experience, complete the application on the Perry Group page perrygroupconsulting.ca/mentoring

"I have found the Perry Group's mentoring program immensely helpful. Especially as a new leader, it has been very rewarding to have regular conversations with someone who brings a wealth of relevant experience when discussing many of the situations that I am now navigating. I find value in every conversation from his support and guidance on my challenges and opportunities to share relevant experience and connections." Manager of Business Solutions.

This IT Executive and Management Mentoring program matches experienced mentors and mentees to provide one-to-one mentorship.

The mentor is an experienced and trusted advisor from Perry Group, who has extensive experience of the technology management in the municipal environment.

The mentorship program is designed to help mentees develop and grow, to provide independent feedback, and to share valuable insights from the mentor's own experience.

- We can help you and your managers by sharing our experience, helping you with the challenges that you face, providing fresh perspectives, and helping you grow;
- You will benefit from our knowledge of other municipalities and our connections with IT executives and managers who face similar challenges;
- We match mentors with mentees based on personality, skills and areas of targeted potential growth.

The mentor's role is to:

- Develop a trusting, confidential, and mutually beneficial relationship;
- Listen and provide encouragement, feedback and new insights;
- Serve as a sounding board, challenging mentees with different perspectives, ideas and alternative approaches;
- Assist the mentee with personal and professional growth and improving contributions;
- Help the mentee to develop in areas in which they wish to focus.

The mentee's role is to:

- Develop a trusting, confidential, and mutually beneficial relationship;
- Identify areas for personal improvement or development;
- Seek on-going feedback to improve individual contributions;
- Incorporate input and insights into day-to-day work;
- If necessary, adjust goals and priorities.

As part of the mentoring service startup, we will spend time learning about you and your background, your role and your organization. We will discuss your strengths, the challenges that you face and together identify areas that should be targeted for personal and professional development.

We track progress against agreed actions between the mentor and mentee. Our discussions are kept confidential and are outside of the usual internal organizational line management/performance management processes.

We work with each mentee to develop a program to meet your specific needs, and you and your needs lead that program.

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