

Business Mentoring

Did you know Business Mentoring can help you to grow or develop your business?



Need a Business Mentor?

Business Mentoring is for businesses and social enterprises who want to realise their personal and business growth ambitions, giving them the ability to take their company to new heights.

Who better to encourage and support you than someone who has already made that journey? The Business Mentoring service matches you with experienced mentors from all business areas and sectors.

By sharing the entrepreneurial international experience of mentors, this service can help introduce you to a great network of contacts who can inspire new thinking – giving you the confidence to develop and expand your own company.



Business Mentoring can help with:

- Business strategy
- Creating new business opportunities
- Leadership skills
- Innovation
- International business knowledge
- Export expertise

Let Business Mentoring help you grow your business.

The business benefits from customers have included:

- 94% reported an increase in turnover
- 65% reported an effect on domestic/international expansion
- 62% reported an increase in products and services
- 44% reported the introduction of a new product or service
- 50% reported that they now provide personal development plans for employees.



"My Mentor was a perfect match for me. Her open-minded approach and general business style matched my personality to a tee which is why I couldn't be more enthusiastic about the support. My mentor was instrumental in my career progression."

Arlene Kelly, Sigma-Aldrich



"My mentor instilled more confidence in me generally, and also about the business and products we sell. We're also now working at moving into export markets in the Middle East and China for our honey products."

Warren Bader, Plan Bee Ltd

What is the role of a mentor?



Mentors act as a trusted ally and a sounding board.

Their role is to create an open and honest relationship with a business person and provide a confidential atmosphere to encourage you to feel confident to try out new ideas, address new opportunities or issues that are difficult to discuss with other senior colleagues in your business.

Mentors support your development by giving feedback to reinforce the business' strengths and to help focus on those areas where you want to develop and grow.

Who is eligible?



Scottish businesses or social enterprises who are generating steady turnover with the potential to increase turnover growth by £200,000 or more over a 3 year period can apply.

The support is available to companies on a one to one or group basis.

There is a pool of over 960 mentors across Scotland with a wide range of skills and experience.

To find out more call **0300 013 3385** or email mentoring@scottishchambers.org.uk



"On a personal level, mentoring gives you the confidence to grow as a person. Our mentor always acted as a sounding board which is a massive benefit when making tough decisions. The service is great because a mentor gives guidance and support but the answers lie with us, business owners. When my business went through Mentoring, we increased our turnover and went from 6 employees to 20."

Diane Drummond, Director B-Dacs



"My mentor was a sounding board. He mostly listened, and encouraged me to question myself. He provided clarity and perspective. He rarely gave specific advice and he never told me what to do... If it wasn't for him, Bidworks wouldn't be here today. It's all about getting the right match."

Kelly Morris, Bid Director, Bidworks



"The impact of Business Mentoring was massive. I have been guided to rearrange systems to be much better able to cope with our continuing expansion. This is a great platform to move your business forward. Since being a part of the mentoring programme, we have grown from 50 to over 300 staff in 17 offices worldwide."

Alan Smith, Director of Operations, SgurrEnergy



"My turnover and profits have increased substantially and I would recommend mentoring without a shadow of a doubt. After each meeting with my mentor, and I'd go off and get things done! Not only did mentoring help me to increase my profit margins, it re-instilled my passion for the business."

Susan Anderson, Creative Director, Eikon Design

CASE STUDY

EMM Corp is part of Usha Martin Group, and is an Aberdeen based rigging and lifting management services business that manufacture and supply wire rope primarily to the marine industry. EMM Corp offer rigging and lifting related services including testing, rigging pool management, project management and logistics.

Duncan Alexander saw mentoring as an ideal way in which to galvanise their plans to increase EMM Corp's presence in North East Scotland and at the same time support his own personal development.

Duncan's mentor, John Price has worked in a diverse range of industries during his 37 year long career in business. Duncan describes how mentoring impacted upon EMM Corp by positively influencing their international business strategy and turnover.



What were the specific business issues you wanted to address through mentoring?

"I heard about Business Mentoring and thought it could be useful. I had an issue in accessing the right people to make sales and develop the business."

"It was great to have someone like John, who was knowledgeable, experienced and who has faced the challenges we faced and found solutions that we could learn from – and we did. It was a very helpful experience."

What impact did mentoring have on your business?

"There was a focus on how to make contacts that could develop the business and we did that successfully. The information on marketing to networks and contacts and how to overcome barriers was important. I was able to reach the right people with key information especially in many overseas markets."

"Turnover increased from £22.3m to £25m and is now up to £28.7m. The doors that were previously closed are now open and we have won significant new business. John's mentoring definitely helped to create the spike in our business performance."

How else did mentoring affect your business?

"I was never short on confidence but John's mentoring helped me to think more slowly and consider things more deeply before rushing in. This has enabled me to consider things in a less gung-ho manner and make decisions differently."

"It definitely had an effect on our business. It was a bit like getting an adrenalin shot."

MEET A FEW OF THE MENTORS

Jeanette Forbes, Chief Executive, PCL Group

"Business Mentoring is about putting something back. Mentoring makes you think outside the box and in a world which is rapidly changing economically, we sometimes need someone with a different perspective to put us back on track and continue on our journey."

Jeanette Forbes founded PCL after being made redundant from her job and she started the company from her dining room table in 2000. Jeanette is now CEO of the company which operates globally. Jeanette received the Best Mentor Award at the 2014 UK Enterprise Mentoring Awards.

PCL Group is a total cabling and IT service provider to the offshore, marine, commercial, industrial and renewables sectors.



Bob Macdonald, CEO, Wood Group Kenny

"Seeing businesses and people succeed is what drives me to do this. I'm a naturally driven person and am passionate about succeeding and helping others to succeed."

Bob was operations director and now CEO. He has a vast experience of all things subsea. Bob has held varied roles including subsea engineering, project management, commercial support and engineering management.

Wood Group Kenny is the world's largest pipeline and subsea engineering and management contractor, operating in 5 continents with over 1200 professional staff.



Franc Jeffrey, Director, CEO, EQ Travel Management

"What you do is you ask them questions, and if you are doing your job well the questions you ask them will allow them to think how they can move forward themselves."

Franc, an expert business change specialist, considers his main business achievement, apart from starting and growing his current business, to be working for a family firm taking turnover from £20million to over £199million, and internationalising the company from the US to the UK and four other countries.

EQ Travel Management is a major player in the highly competitive corporate travel market.



If you are a Scottish business or social enterprise that is planning to grow, generating a steady turnover and are aiming for turnover growth of £200,000 or more over a three-year period, you can access this fully funded service.

To take your business to the next level today, call us on 0300 013 3385 or email mentoring@scottishchambers.org.uk

For more information visit www.scottishbusinessmentoring.co.uk

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