

Leadership Mentor

In a busy working world, with ever growing demands and fewer resources, it is easy to put yourself last – to fail to take time to think. The results can be disastrous. Australian research shows a year on year decrease in manager capability, particularly in people leadership, organisational capability, and innovation of servicesⁱ. Investing in a confidential mentoring program provides structured, regular time to reflect and develop your leadership strategy, with the benefit of an objective sounding board and ‘reality’ checker.

Vicki works with senior managers to enhance their leadership style in order to increase employee engagement and capability. Playing ‘devil’s advocate’ she is able to assist mentees to move beyond symptoms, to diagnose organisational and team issues, identify potential solutions, develop strategies and make decisions that take into account the current political and cultural environment. While actively listening and sharing experiences and insights, Vicki will also challenge your thinking and encourage the exploration of new ideas and perspectives. Her mentoring programs are conducted in an environment of confidentiality, transparency, mutual trust and safety, without judgment.

Mentoring programs run for 6 to 12 months to enable behavioural change and the embedding of new habits. Mentoring topics may include:

- Exploring leadership strengths and potential derailers
- Strategic thinking
- Embracing emerging business trends
- Options for resolving issues and challenges
- Navigating politics
- Being influential at individual, team and organisational levels



Vicki underpins her leadership mentoring with evidence based practice, utilising well researched techniques:



- Solution focussed coaching
- Profiling: Leadership style, career drivers, VIA signature strengths, emotional intelligence, team role preferences
- Values alignment, purpose and legacy exercises
- Mindful leadership

Benefits of mentoring

Increased skills and leadership capacity

Time to reflect on experiences

Improved personal and career resilience

Business networks developed

Enhanced confidence and self-belief to achieve more than you thought possible!

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ⁱ IML (2017) Australian Management Capability Index (AMCI)