

SSWA EMPLOYEE MENTORING

AIM

Improve the level and success of sales staff during the probation period of employment whilst maintaining communication with the employer so that the onboarding and development period can be as painless as possible.

BENEFITS FOR THE EMPLOYER

Dedicated mentor

Onboarding and mentorship can be difficult in sales roles due to the autonomous world that sales can be. It also can be challenging too for peers to be a soundboard in some competitive sales environments.

Increased employee retention

In an increasing merry-go-round cycle of recruiting and replacing staff, we are seeing higher than normal rates of staff turnover. Having a program in place such as an independent mentoring service will not only allow you to attract more candidates it will aid in retaining them also.

Shadow development

As an employer it can sometimes be an arduous task to address weaker areas in a new recruit's skillset. As each 1 on 1 session is completely personalised, the employer can request a session around a specific area, which will be delivered discretely and documented to showcase that the business has done everything they can to assist in any shortfalls.

Increased performance and productivity

Often, new recruits can find the first 6 months of a new role incredibly daunting. Often the feeling of not knowing who to turn to with trivial concerns can lead to procrastination and the fear of making a mistake. More often than not, an employee that resigns within the first 6 months of employment does so because, He/She needed advice but due to fear of judgement choose to not address this which has a snowball effect which then employer only learns about when it is far too late. We give the employees total confidence that they can reach out completely confidentially, regarding any issue, large or small judgment free.

BENEFITS FOR EMPLOYEE

A partner who can keep you accountable

Employees gain comfort knowing they are not going to be “thrown in the deep end” and they will feel that their new employer is actively assisting in their personal development and long-term success.

A structured process

Each employee receives 1 hour per month (for 6 months) personal training that is completely bespoke. Sessions can range from a general catch up to implementing call plans and even sales psychology. We operate as a problem-solving tool without modifying existing company frameworks.

Unlimited access

new employees gain confidence knowing they have 24/7 access to an independent party, outside of their organisation to assist in what some may find uncomfortable bringing up with peers or management.