

# PRISM

## Mentoring and Coaching for Leaders

*One-on-one mentoring and coaching to support your leaders, customized to the type and level of leadership*

First-Line Leaders

Second-Line Leaders

Executive Leaders with 2+ Levels of Leadership Responsibility

### Professional Mentoring for Established Leaders

***One-on-One Mentoring for Leaders who:***

- Have been in a Leadership role for 18+ months
- Seek mentoring and training on leadership techniques to enhance their skills and performance

### Professional Mentoring for New Leaders

***One-on-One Mentoring for Leaders who:***

- Have been in a Leadership role for 18 months or less
- Can benefit from mentoring and training on leadership skills and techniques

### Professional Coaching

***One-on-One Coaching for Leaders who:***

- Are Leaders with high potential and two or more levels of leadership responsibility
- Seek a sounding board and consulting advice with little to no mentoring

## I. Professional Mentoring for Established Leaders

**Overview:** One-on-one Professional Mentoring for Established Leaders is designed to help established leaders develop additional skill sets for improved performance based on the specific circumstances and unique challenges they encounter. A PRISM executive is assigned as a mentor for one-on-one discussions for a period of six months or longer.

**Target Audience:** First-Line, Second-Line, or Executive Leaders who have been in a Leadership role for 18 months or more

**What PRISM Offers:** A series of live meetings and remote video discussions with a PRISM executive, a Participant (mentee), and the Participant's supervisor. Key elements include:



1. Discovery interview with Participant's supervisor (live or remote discussion) – 1 to 2 hours. Option to interview peers and cross-functional partners.
2. Live Introductory Meeting with Participant – 4 hours
3. Live Video Calls with Participant – 1 hour every 2 to 4 weeks
4. Live Meeting with Participant – 4 hours once per quarter
5. Optional Debrief Discussion with Participant Supervisor (live or remote discussions of 1-2 hour/s each) – Every 3 to 6 months

**Resources:** Each Participant will receive training and learning leadership resources based on their unique needs and situation. PRISM will provide robust tools developed as part of its *Influence Coaching and Leadership™* curriculum.

### Professional Mentoring Services Include:

- A Live Introductory Meeting during which the PRISM mentor will:
  - Review the guidelines and the program
  - Review a list of expectations provided by supervisor
  - Discuss the leadership survey completed by the Participant to understand the greatest areas of need
  - Identify a list of strengths and gaps, and identify actions and activities to address the greatest areas of opportunity
  - Provide resources for Participant learning between mentoring sessions
- Video calls every 2 to 4 weeks to provide guidance, training and learning resources, and discuss progress on identified actions
- A Live Meeting every quarter with Participant to provide guidance, training and learning resources, and to discuss progress on identified actions

**Pricing:** Pricing is based on the number of sessions and duration of services

## II. Professional Mentoring for New Leaders

**Product Overview:** One-on-one Professional Mentoring for New Leaders is designed for those who have been in their leadership role for less than 18 months. We focus on helping new leaders understand and diagnose their ability and skill sets in core leadership areas important to success. PRISM can help improve performance based on the specific circumstances and unique challenges each leader encounters. A PRISM executive is assigned as a mentor for one-on-one discussions for a period of six months or longer.

**Target Audience:** First-Line, Second-Line, or Executive Leaders who have been in a Leadership role for 18 months or less

**What PRISM Offers:** A series of live meetings and remote video discussions with a PRISM executive, a Participant, and the Participant's supervisor. The key elements include:



1. Discovery interview with Participant's supervisor (live or remote discussion) – 1 to 2 hours  
Option to interview peers and cross functional partners.
2. Live Introductory Meeting with Participant – 4 hours
3. Live video calls with Participant – 1 hour every 2 to 4 weeks
4. Live Meeting with Participant – 4 hours once per quarter
5. Optional Debrief Discussion with Participant Supervisor (live or remote discussions of 1-2 hour/s each) – Every 3 to 6 months

**Resources:** The full spectrum of introductory and core training and learning leadership resources will be provided by PRISM based on the unique needs and situation of each Participant. PRISM will provide robust tools developed as part of its *Influence Coaching and Leadership™* curriculum.

### Professional Mentoring Services Include:

- A Live Introductory Meeting, in which the PRISM mentor will:
  - Review the guidelines and the program
  - Review a list of expectations provided by supervisor
  - Discuss the core fundamental principles of effective leadership
  - Discuss the leadership survey completed by the Participant to understand the greatest areas of need
  - Identify and prioritize a list of strengths and gaps, and identify actions and activities to address the greatest areas of opportunity
  - Provide resources for Participant learning between mentoring sessions. All elements of the core Influence Coaching and Leadership curriculum and modules will be accessible to the Participant.
- Video calls every 2 to 4 weeks to provide guidance, training and learning resources, and to discuss progress on identified actions
- A Live Meeting every quarter with Participant to provide guidance, training and learning resources, and to discuss progress on identified actions

**Pricing:** Pricing is based on the number of sessions and duration of services

### III. Professional Coaching

**Product Overview:** One-on-one professional coaching is designed for leaders who need a sounding board and consulting advice with little to no mentoring. Our coaching support is ideal for leaders who are committed to extending their thinking time to brainstorm and generate ideas outside of those gained through their interactions with a peer or supervisor.

**Target Audience:** First-Line, Second-Line, or Executive Leaders who have a track record of success performing in their positions

**What PRISM Offers:** A series of live meetings and remote video discussions with a PRISM executive and the Participant. Key elements include:



1. Live Introductory and Discovery Meeting with Participant – Generally 4 hours
2. Live video calls with Participant – Generally every 2 to 4 weeks (time varies)
3. Live Meeting with Participant – Once per quarter (time varies)

**Resources:** PRISM will draw from the full spectrum of its introductory and core training and learning leadership resources to provide those relevant to the unique needs and situation of each Participant, including all materials relating to the *PRISM Influence Coaching and Leadership™* curriculum. The Participant also has access to the *Mastermind Alliance* of multiple PRISM executives.

#### Professional Coaching Services Include:

A program customized to the unique needs and challenges faced by the Participant. All coaching discussions are kept strictly confidential between PRISM and the Participant.

**Pricing:** Pricing is based on the number of sessions and duration of services



PRISM Perform Consulting  
108 Merry Met Drive  
Kennett Square, PA 19348  
© 2018 PRISM Perform Consulting, LLC.  
All rights reserved.

[prismperform.com](http://prismperform.com)  
[influenceothers.com](http://influenceothers.com)  
(855) PRISM Perform  
(855) 774-7673