

Executive Mentoring Services from Kinetik Solutions



Senior Executives during periods of change in their organisation, don't often get the support they need¹

- **Transformational Programmes are exhausting processes, and Executives need individual support**
 - There can be danger of 'group think' at senior level and the inability to spot opportunities or risks and unintended consequences.¹
 - There can be a disconnect between senior executives and their peers/staff, and underlying problems can often remain undiscovered – with the potential of having serious implications for all parties.
- **Being able to spot subtle issues and opportunities could make a distinct difference to the change effort**
 - A mentor can help the individual 'draw out' unique insight that is intrinsic in the individual and makes them work better as part of a team effort of transformational change.
 - Potential of powerful payback in mentoring investment, more than training or increase of resources
 - 84%² of CEOs credited mentors with helping avoid costly mistakes and become proficient in their roles.

A Mentor can provide an Executive a more practical way to develop

Confidential not to be used without consent

1. Margaret Heffernan. "Wilful Blindness." Walker and Company, 2012. Print
2. Suzanne de Janasz, Maury Peiper. "CEOs Need Mentors Too." Harvard Business Review, April 2015. Web. hbr.org/2015/04/ceos-need-mentors-too - 2 -

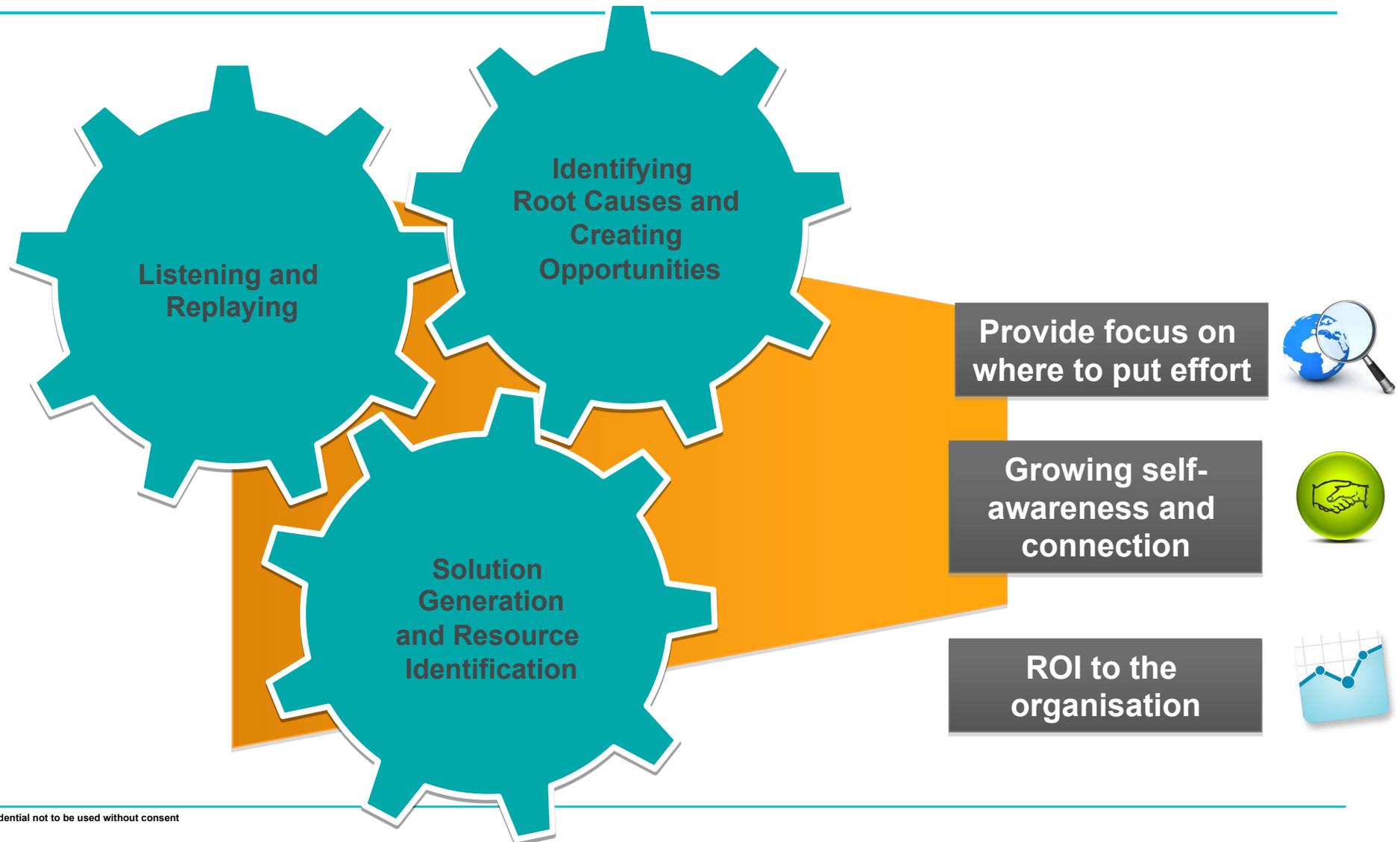


How does our Executive Mentoring service work?

1. Executive Mentors have deep experience and **insight in complex organisational problems** and provide a more practical way for individuals to develop.
2. They can offer timely, context-specific counsel and guidance drawn from **experience and wisdom.**
3. They help better formulate a **sense of connection between the mentee, their staff and the organisational mission.**
4. They **have access to networks** that are highly relevant to the problems to be solved.
5. Our mentoring process is based on collaboration in **experience and intuition, of both parties that creates powerful insight.**



We have a unique way to ensure that our mentoring process is sustainable and drives benefits





Our mentoring approach is joined up

- **Regular video and/or face to face meetings**
 - Using our well honed skills in listening, playback, reflection and questioning. We help our clients to use their own powers and skills to discover sustainable solutions, overcome barriers and be resourceful.
- **Sharing our knowledge**
 - Our mentors each have over 20 years' experience in transformational change. When called upon they can share methods, approaches and insight. We are here to provide practical support, driven solely by the mentee.
 - We truly believe that some questions need collaboration and deeper thinking, not 'text book' answers.
- **Confidentiality and Connectivity**
 - We will respect our conversations and keep them confidential.
 - When asked upon we will leverage our extensive network to connect you to colleagues.



Typical Engagement Process

- **Engagement – Ensure scope of mentoring and expectations/assumptions are clearly understood**
 - We will work with you to set out the scope of our work, clarifying expectations and assumptions.
- **Monthly Meeting – Face to face or on video/Skype**
 - This is where the bulk of our support will take place. It can be supplemented with voice calls and emails.
 - We create a regular schedule but can be flexible to changes if the situation demands.
- **Regular written feedback**
 - To provide some key points to the conversations as an aide memoire and for clarification on next steps from both parties.



Our Executive Mentors – Ketan Varia

Ketan Varia has over 25 years' of Management and Consulting experience. He spent 8 years in manufacturing companies as an Engineer, before becoming a Management Consultant with Ernst & Young. Since 2007, he has founded and developed kinetik solutions, a consultancy focused on leading strategy and improving teams within an operational context.

He has worked with Senior Executives in over 30 complex change assignments, across ten countries globally including Brazil, China, Sri Lanka and Australia, for a variety of FT Global 500 companies. His extensive experience includes change management projects with ADP, British Airways, BAE, EMI Music, Hertz, Office for National Statistics, Land Rover, Marconi, Santander, several UK Hospital Trusts, Nations Trust Bank, Network Rail and Motorola. Ketan was Non-Executive Director from 2007- 2010 for a large London-based hospital (FTSE 250 equivalent) where he sat on their Audit and Governance & Risk Committees.

Ketan is a Chartered Engineer, a Fellow of the Royal Society of Arts, and a Fellow of the Institute of Operational Management. He is an engineering ambassador to schools, and also a voluntary mediator. He recently published his first book, 'The Art of Transformational Change'.



Our Executive Mentors – Jeewan Ramlugun

Jeewan Ramlugun is an associate at kinetik solutions and co-founder of PMNglobal Geneva, a senior executive capacity building consultancy, specialising in mediation, negotiation, legal and social capacity building. He is currently collaborating on a management and leadership capacity building project in South East Asia.

For the past 10 years, he has been serving as a technical advisory expert/strategic studies consultant for the internationally constituted and supported African Capacity Building Programme, where he has acquired extensive experience in research and evaluation of parliamentary performance evaluation. He is a member of the African Think Tank Network and the African Community of Practice. He has participated in international capacity building forums in a variety of African countries.

Jeewan is a Chartered Fellow of the Chartered Institute of Personnel & Development, a Fellow of the Chartered Management Institute, a Fellow of the Royal Society of Arts and a Member of the UK Institute of Directors. He has taught and led programmes in business and management at the University of Mauritius, City University, and supervised Executive MBA Dissertations at the Kingston Business School.

kinetik solutions

agility to sustain change



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Kinetik Solutions Ltd

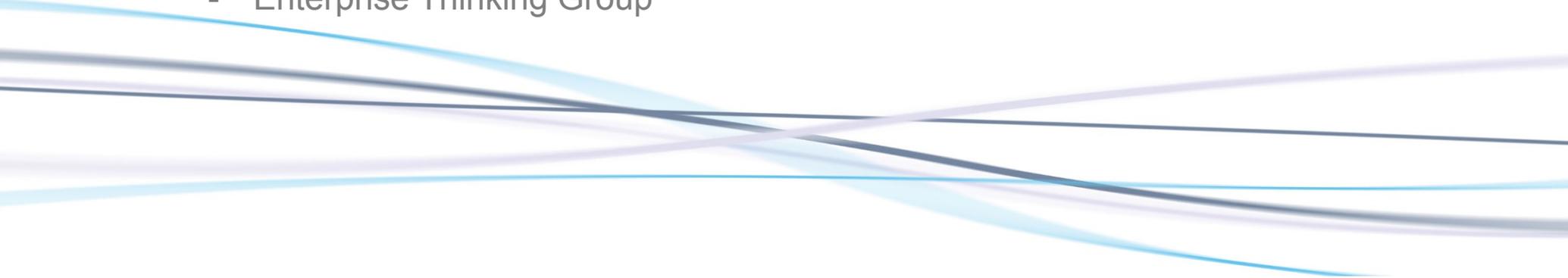
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Consultancy profile

- Established in 2007, kinetik solutions delivers complex change for large organisations in the public and private sectors
 - Our team consists of highly experienced consultants each with over 10 years' change management experience in blue-chip organisations or a 'Big 4' management consultancy
 - We continually invest in learning to offer the latest thinking in transformational change to our clients. We run regular public events on Lean learning for our NHS clients and are members of:
 - Lean Enterprise Group
 - Deming Alliance
 - Operational Excellence Group
 - Enterprise Thinking Group
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Our solution areas

- **Complex Transformation Programmes**
We make change happen in a sustainable way
 - **Executive Mentoring**
We provide insight and awareness that benefits the individual and ultimately the organisation
 - **Operational Design and Improvement**
Strategic design for complex processes and their implementation
 - **Systems Implementation**
Integrating process and IT change to achieve operational effectiveness
 - **Collaborative Workshops**
Fast, informed decision making, from strategy to continuous improvement
 - **Digital Content Collaboration**
Creating structures for rapid delivery in digital supply chains
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We work with a range of clients in a variety of sectors



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