

PHL|HP Consulting Group

Building & Sustaining High Performing Organizations



A Message From Dr. Philip Levy, Founder & President

Leaders Need Mentors Too: Peer-to-Peer Mentoring Groups

Recently I read a few very interesting articles that resonated with me as they reinforced my belief that today's leaders face ever-increasing demands, multi faceted responsibilities that no one individual can possibly satisfy, and extraordinary stress resulting in the need for peer support and mentoring. In today's complex, rapidly changing, and highly demanding non stop world, C-level leaders need to keep raising their game by constantly evolving and having their thinking challenged. "What got you here won't get you there" is a truism that portends stagnation if continuous growth and professional development are not incorporated into the ongoing dialogue.

The articles discuss the importance of mentoring for high-level senior executives, especially CEOs, and differentiate between coaching and mentoring. While executive coaches are very valuable, mentors are unique in that they have actually been successful C-level leaders who understand the demands of the position and can objectively offer specific solutions. They are role models who "have been there and done that" and can provide counsel that is drawn from relevant experience and wisdom.

Often, the biggest obstacle in obtaining mentoring is finding the right match between the mentor and mentee. Wouldn't it be great if C-level leaders had not one, but many mentors? This is what Peer-to-Peer Mentoring Groups provide - a unique opportunity that assembles seasoned executives with proven experience, a desire to exchange strategies, share personal stories, and offer candid advice in a confidential, non judgmental environment where discretion, honesty, and trust pervade the culture.

Peer-to-Peer Mentoring Groups uniquely facilitate continued professional growth, enhance skill sets, ameliorate some of the inevitable stressors experienced by leaders, and contribute to high performing, successful companies by assembling leaders who can encourage, identify and empathize with one another. "Together we are better," one of my favorite leadership phrases that I frequently utilize with clients, was never more applicable than in the case of Peer-to-Peer Mentoring Groups, where common-minded executives come together with the guidance of an experienced leader who has also been a CEO to support, encourage, and enrich the dialogue.

Maybe the key to continued growth and success at the highest levels is the realization that "several mentors are better than one." If you don't already belong to a Peer-to-Peer Mentoring Group, consider joining one.

- Phil Levy

DID YOU KNOW WE HAVE ADDED
EXECUTIVE COACHING TO OUR MENU OF SERVICES?

FOR ADDITIONAL INFORMATION, PLEASE CONTACT
PHL HP Consulting Group at:



Philip@PHLConsultingGroup.com

Suggestions? We want to hear from you!

VISIT OUR WEBSITE AT

www.PHLConsultingGroup.com