



James Collins & Marzena Stachowicz

Mentoring Matters

Providing guidance, support and the insights needed to achieve personal goals can help to build confidence and self-esteem. We take a look at a few co-owners within Shawston who are reaping the rewards of our mentoring programme

Celebrating Our Co-Owners and Their Successes in Our Mentoring Programme



We take pride in the benefits that our co-owners have gained from participating in our initiative. We are excited to see and hear even more amazing results from the 2024 mentoring programme. When both mentors and mentees find value in these conversations and interactions, great things will continue to happen!

Shawston's Successful Mentoring Programme: A Year in Review

Over the past year, Shawston's mentoring programme has helped several co-owners to build supportive and productive relationships. Commercial Manager Chris Thorpe has benefited significantly from working with his mentor, Group Compliance Director Shaun Imrie.

Chris has found his mentor's guidance invaluable in sounding out ideas, receiving advice, and seeking direction. Working with someone from a different part of the business has also given him a fresh perspective and additional support, which has been instrumental in his development.

Positive Outcomes from Mentoring for Both Parties

The benefits of our mentoring program extend beyond just the mentees. According to Shaun, participating in the program has allowed him to reflect on himself and learn from Chris. This is a result that is often overlooked in mentoring, but it is also evident in the mentoring relationship between our Group Sales Director, James Collins, and our Financial Controller, Marzena Stachowicz.

Their conversations are always open and honest, developing communication skills and mutual appreciation for different perspectives. As someone who has grown within Shawston, James values the opportunity to support others as he has been supported over the years.



Chris Thorpe & Shaun Imrie



Mark Spencer & Graham Wilkins

PEOPLE FIRST

Our company holds a **"People First Approach"**, where development is a core principle. Mentoring is an essential element within this approach. But what is mentoring?

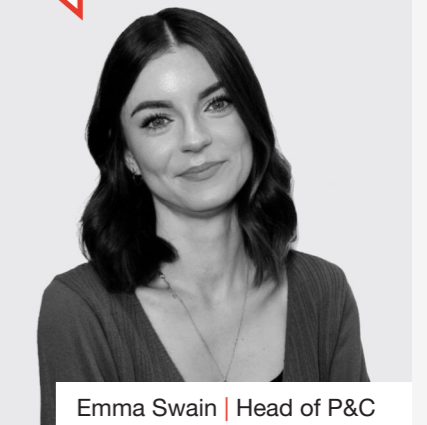
Understanding Mentoring: Shawston's Approach

It is a learning and development partnership where the mentor and mentee work collaboratively to achieve goals that increase the mentee's skills, knowledge, relationships, and confidence. There are many benefits to mentoring, and we're happy to discuss them all. At Shawston, we believe that mentoring is a vital tool in supporting our team's personal and professional growth.

Mentoring: A Relationship That Benefits Everyone

It's not just new relationships that benefit from mentoring. Graham Wilkins, Non-Exec Director, has known Branch Manager Mark Spencer for around 15-years. Their recent mentoring sessions have proven to be a valuable experience for both parties, both personally and professionally. As Mark's mentor, Graham has found their dedicated time together to be a rewarding journey.

Meanwhile, Mark describes it as a privilege to have a mentor like Graham, knowing he can discuss anything without fear of judgement. Graham's unwavering support has provided Mark with a reliable source of guidance, with Mark often recalling their conversations when faced with challenges, both in and out of work.



Emma Swain | Head of P&C