



UNIVERSITY OF  
**LINCOLN**

LINCOLN INTERNATIONAL  
BUSINESS SCHOOL



The Greater Lincolnshire  
Mentoring Programme

# SUPPORTED LEADERSHIP EXCELLENCE

One-to-one  
mentoring and  
group peer support.

**FULLY FUNDED\***  
PROGRAMME

+ Get mentored by expert business leaders to explore ways of enhancing your business.

# The Greater Lincolnshire Mentoring Programme

One of the best ways to manage business growth and lead your company to success is by using high-quality business mentors.



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Get in touch for more information

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## Why should you take part in the programme?

- + To grow your business with the help of mentors
- + To get help and advice with difficult business decisions
- + To find focus and direction for your business to aid quicker and more stable growth
- + To extend your network of like-minded business leaders

## What are the key features of the programme?



One-to-one mentoring:  
four individual sessions  
with your mentor



Two half-day  
meetings with a  
mentor group



One end of programme  
workshop for all mentors  
and mentees



Join The Greater Lincolnshire Mentoring Programme, run by the University of Lincoln and the Business Lincolnshire Sustainable Growth Programme, to access a series of one-to-one mentoring meetings and peer support sessions led by highly experienced business leaders.

The programme is open to eligible\* business owners and leaders operating in any sector, and offers one-to-one support from mentors with extensive experience and advice which is bespoke to your situation.

The six-month programme requires you to dedicate no more than three hours of your time each month.

Currently all mentoring meetings and group workshops take place at the University of Lincoln or virtually owing to coronavirus restrictions.

Mentoring will commence in March, June and October 2021. The closing dates for submissions: 28th February, 30th May and 30th September 2021.

Part-funded by the European Regional Development Fund, the programme has space to provide funding for 36 more businesses between February 2021 and May 2022.

## Eligibility Criteria

For these funded\* places your business must be classified as a "Scale-Up" Business which will be assessed by Business Lincolnshire Growth Hub Advisors, who will take account business information such as number of employees, existing and forecast turnover and business growth potential.

### Who the programme is aimed at:

Senior leaders, owners and directors  
e.g. Managing Directors, Chief Executive Officers, Chief Financial Officers, and Chief Operating Officers.

### EXISTING Scale-Up Businesses:

- + Minimum of 10 employees at the start of the engagement.
- + Achieved minimum £500k turnover in last year (operating for at least 3 years).
- + Potential/aspiration to grow turnover and/or profit by a minimum of 20% (per annum) over a three-year period.

### POTENTIAL Scale-Up Businesses:

- + Minimum of 5 employees at the start of the engagement.
- + Achieved minimum £250k turnover in last year.
- + Potential/aspiration to grow turnover and/or profit by a minimum of 50% over a three-year period.

### FUTURE Scale-Up Businesses

- + Businesses that can demonstrate potential to scale up along with some scale-up definition characteristics – for example: right size, but not growing because they need specific help.

# Meet some of our mentors

Mentors have been selected\* by the Lincoln International Business School based on their vast experience in business and leadership and will support you with your growth aspiration.

\*Mentor selection is due to availability



**Howard Gannaway** is an Advisory Board member for Lincoln International Business School, and his career history includes building and running a successful financial planning business, Chief Executive of Doncaster Chamber and a Research Fellow in Financial Education for a leading educational think tank. Most of his financial planning clients have been SMEs from a very wide range of sectors and he specialised in not only helping them develop and navigate their financial strategies but also in co-ordinating the use of other professional advisers.



**Sue Liburd, MBE** is the Managing Director of Sage Blue, Deputy Lieutenant of Lincolnshire and an award-winning mentoring coach. Sue has worked with the University on a number of recent initiatives including TED Brayford. Sue has an impressive track record as a board level confidante and non-executive director, supporting senior decision makers to develop their strategic intuition, navigate transformational change, guide and shape their organisations for the future.



**Clive Vacher** is an Advisory Board Member for Lincoln International Business School, who has served as Chief Executive Officer of De La Rue, the world's leading currency and authentication provider, since October 2019. Previously Clive held the role of President and Chief Executive Officer for Dynex Semiconductor, a Chinese owned organisation based in Lincoln. He brings with him both a large and small company history, as well as a track record of growing top and bottom line performance.



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