

# Mentorship programme

Course overview

# The mentorship programme

During this course we'll provide you with everything you need to become the most effective startup and scaleup mentor possible. We designed this course after hearing from countless founders and their teams about the struggles they face finding a good mentor. Working with experts from within the industry and based on our own experiences, we've created an all encompassing programme that will provide you with the tools you need to take your mentoring to new levels of success.



## Programme length

Cohort 4 will be running from Friday 2nd February 2023 - Friday 19th April 2024.



## Programme cost

The programme fee is £2,500.



## Programme breakdown

The course consists of fixed learning sessions, pro-bono mentoring and various homework assignments.



## Created by experts

We've worked with the very best experts to bring you each individual module.

# Timetable

## WEEK 1

### WELCOME CALL

**Friday 2nd February**  
1 - 2pm (GMT)

## WEEK 2

### INTRODUCTION

to the Mentorship Programme

**Tuesday 6th February**  
4.30 - 6pm (GMT)

### NETWORKING

**Thursday 8th February**  
1 - 2pm (GMT)

## WEEK 3 - HALF TERM BREAK

## WEEK 4

### MODULE 1 SESSION 1

Emotional intelligence

**Tuesday 20th February**  
4.30 - 6pm (GMT)

### MODULE 1 SESSION 2

Roundtable

**Thursday 22nd February**  
4.30 - 6pm (GMT)

### WEEKLY CHECK-IN

**Friday 23rd February**  
3 - 3.30pm (GMT)

## WEEK 5

### MODULE 2 SESSION 1

Working with founders

**Tuesday 27th February**  
4.30 - 6pm (GMT)

### MODULE 2 SESSION 2

Working with founders

**Thursday 29th February**  
4.30 - 6pm (GMT)

### WEEKLY CHECK-IN

**Friday 1st March**  
3 - 3.30pm (GMT)

## WEEK 6

### MODULE 3 SESSION 1

Finances

**Tuesday 5th March**  
4.30 - 6pm (GMT)

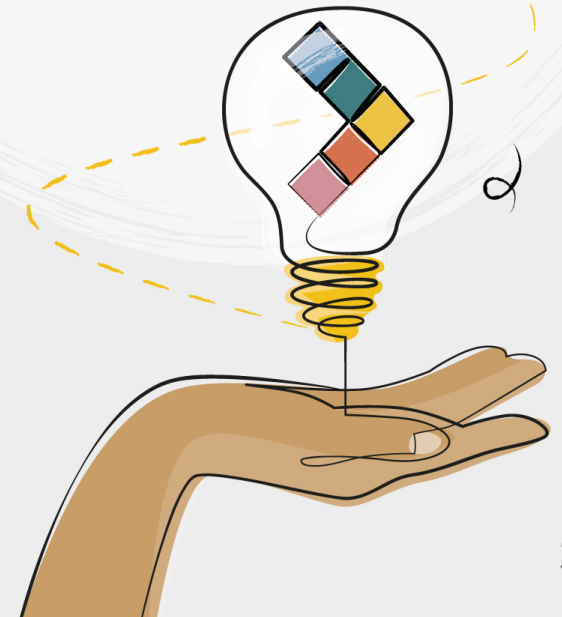
### MODULE 3 SESSION 2

Finances

**Thursday 7th March**  
4.30 - 6pm (GMT)

### WEEKLY CHECK-IN

**Friday 8th March**  
3 - 3.30pm (GMT)



# WEEK 7

## MODULE 4 SESSION 1

Enabling growth

**Tuesday 12th March**

4.30 - 6pm (GMT)

## MODULE 4 SESSION 2

Enabling growth

**Thursday 14th March**

4.30 - 6pm (GMT)

## WEEKLY CHECK-IN

**Friday 15th March**

3 - 3.30pm (GMT)

# WEEK 8

## MODULE 5 SESSION 1

Leadership

**Tuesday 19th March**

4.30 - 6pm (GMT)

## MODULE 5 SESSION 2

Leadership

**Thursday 21st March**

4.30 - 6pm (GMT)

## WEEKLY CHECK-IN

**Friday 22nd March**

3 - 3.30pm (GMT)

EASTER BREAK (3 WEEKS)

## CASE STUDY PRESENTATIONS

# WEEK 9

## MODULE 6

Mentorship

**Tuesday 16th April**

4.30 - 6pm (BST)

## MODULE 7

TPC Support

**Thursday 18th April**

4.30 - 6pm (BST)

## WEEKLY CHECK-IN

Evaluation

**Friday 19th April**

3 - 4pm (BST)

# GRADUATION

## IN-PERSON CELEBRATION

London

**Date TBC via poll once onboarded**

From 6.30pm (BST) onwards

# Programme outline

This programme is jam-packed with rich content that will inspire you to delve deeper, think differently and reflect on how you approach things. Take a look at how we'll breakdown all the learning on this programme below.



## ONBOARDING

### Course set up

We'll set you up on Slack, add you to our Mentorship Programme calendar and provide you with access to our Wiki page, which will act as an information hub whilst you're taking part in the programme.



## WELCOME

### Meet your cohort

During our first welcome call we'll make sure everyone's completely onboarded, answer any questions and give you all the opportunity to meet your fellow cohort members and Programme Leaders.



## MODULE 1

### Emotional Intelligence

Continuing on from your own MBTI assessment, our first module will give you the skills to build on your emotional intelligence, enabling you to better understand and work with your mentees.



## MODULE 2

### Working with founders

We'll give you the tools you need to think like a founder, to step into your mentee's shoes, as well as to better define the success factors and roadmap for young, ambitious companies.



## MODULE 3

### Finances

From fundraising to cash flow, growth assumptions to stock options, finance is often top of mind for founders: so we'll teach you the financial fundamentals to help them succeed.



## MODULE 4

### Scaling up

Growth is critical for success. We'll explore how to turn ideas into action at each stage in a company's growth, using practical approaches to planning, product, business model, go-to-market and more.



## MODULE 5

### Enabling leadership

This module will give you the tools you need to enable founders and their key people to become better leaders, motivators and inspirations within their organisations.



## MODULE 6

### Mentorship

We'll give you tips and tricks to add the most value and offer the optimum support to your mentees, who'll need lots of help prioritising, brainstorming, making decisions and following through.



## MODULE 7

### Leveraging the TPC community

Supporting scaleups takes expertise on finance, strategy, talent, product, technology, organisation, growth and more. We help you leverage TPC's 9,000+ diverse experts - to tackle all of your mentee's biggest challenges.



## Examination & accreditation

After successful completion of the training programme, along with the various assignments, assessments and case studies, you'll become an official TPC accredited mentor. We believe this is the highest standard for mentors in the entrepreneurial ecosystem.



## Paid mentoring opportunities

Once you are accredited, we'll list you on this page. We actively promote our accredited mentors to founders and investors. Our goal is to help you find paid mentoring work soon after accreditation, then support you in providing awesome service. Mentoring often leads to NED board roles too.

# Our experts

To ensure the highest standard of teaching, we sought out the very best experts and innovators within their industries to lead on each module of the programme.



**Ben Legg**

Ben is the CEO of TPC. He is an engineer, author, army veteran and the former COO of Google Europe. He has a thriving portfolio career supporting startups and investors.



**Fiona Chorlton Voong**

Fiona is the COO of TPC. She is a founder, mentor, marketing and brand strategist and MBTI coach. She has a talent for leveraging technology and helping others succeed.



**Stephanie Dotto**

Stephanie Dotto is the Content Manager at TPC, specialising in content strategy, research and SEO. She is passionate about storytelling in all shapes and sizes and teaching others to discover their creative prowess.



**Rohan Sheth**

Former investment banker and strategy consultant. Now works closely with startup and scaleup founders to provide them with support and leverage - most recently in his role as Chief of Staff at Olio, a Series B startup.



**Alex Feyler**

Alex has worked closely with more than 60+ pre-seed to seed stage ventures in the UK through accelerator programmes, & supported more than 100+ funding rounds for ventures between Pre-seed & Seed.



**Frank Cotroneo**

C-suite leader, board member and coach who built and led high-performing teams in 10+ countries in the financial services, payments and fintech industries. He helps CEOs navigate high profile and high stress situations.





### Evisa Kekezi

Fractional CRO, business development director and mentor with 20+ years of experience in technology and telco industries. She excels in strategy, building sales departments and cross-functional collaboration.



### Faris Aranki

Founder & CEO of Shiageto Consulting with 20+ years experience delivering strategic change. He works with businesses & individuals to improve strategic effectiveness through emotionally-intelligent facilitation and training.



### Ed Short

Ex-BCG, Amazon and military leader with a passion for mental health. He built a community platform for veterans leaving the military and consults on commercial and operational strategy and transformation.



# Programme FAQs

## The application process

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### **Do I need to have mentoring experience to be accepted onto the programme?**

Not necessarily. The programme is aimed at those who have senior leadership experience - i.e. those who have worked within C-suite roles and helped other leaders to succeed - as a line manager, mentor, board member or consultant. You now want to become a world class mentor.

### **Do I need to have scaleup experience to be accepted onto the programme?**

Ideally, you need to have worked in an entrepreneurial business, as our emphasis for the programme is on start-ups and scale-ups. There is of course a demand for mentors of all business sizes, and many of the skills learnt will be transferable, but our focus and the ecosystem in which The Portfolio Collective mainly operates is focused on fast-paced younger companies. Operating experience within a nimble mid-sized business unit is also helpful.

### **If I'm not successful this time around, can I reapply in the future?**

Reapplying for the programme will be dependent on the feedback you receive if your application is not successful this time around. For example, if we suggest you need further experience, and you have since increased your experience and can demonstrate this, then we'd be delighted for you to reapply to a future cohort.

### **If I can't join this time around because of a date clash, when will you be next running the programme?**

The next cohort will begin in April 2024. If you would like to register your interest in advance, please complete the [register your interest form](#) and we will contact you when booking re-opens.

## Payments & cancellations

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### When do I have to pay for the programme?

If selected, you will be contacted with a further application form, contractual documentation and the payment details.

### Do you offer staggered payments?

Yes! We recently introduced Klarna as a payment option for our courses, meaning you can choose to pay in instalments or cover the full cost up front - it's up to you.

### Once I've started, if I decide this isn't for me, can I get a refund?

The financial commitment is made at the beginning of the programme, and we cannot offer refunds unless in exceptional circumstances. If you are unsure at any time, please do contact Fiona and Ben via [team@portfolio-collective.com](mailto:team@portfolio-collective.com) so we can discuss how best to support you through the programme.

### Do you offer a discount to investors in The Portfolio Collective?

Sadly no, but we have seen several of our investors join us on the programme already, and we'd love to support more of our advocates to develop with this training.

## Commitment to the programme

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### When are the modules going to be run?

See timetable on page 3 above.

### What other commitments will I be expected to make when joining the programme?

We've also outlined the commitments from you as a mentor, and from The Portfolio Collective, here in our [terms and conditions](#). During the final stages of the application process, you will also be asked to sign a commitment statement to ensure all parties are in agreement.

# Onboarding

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## Why do you use MBTI as an assessment tool?

The MBTI® assessment is a global psychometric tool taken by around 2 million people every year. The tool helps leaders create understanding of differences. By developing a clearer sense of self-awareness and awareness of others, you're able to better frame decisions, reduce miscommunication, and understand personal needs more effectively. And that's a great skill to have!

## Do I need to know my MBTI type before signing up?

No, although it's absolutely fine if you have done an MBTI assessment before. On completion of your application, you will be sent a link to complete an MBTI assessment and then you will be asked to book a 1:1 feedback session with our MBTI accredited practitioner before the course begins.

## I have done my MBTI previously, do I need to do another?

Yes. We take the MBTI assessment a step further with the 1:1 feedback session with our MBTI accredited practitioner. This feedback session is uniquely aligned to the mentorship programme and creates a foundation and framework for the first module on emotional intelligence, and beyond.

## How will we communicate with one another during the programme?

We will provide you with access to our Slack workspace, specifically for the Mentorship Programme. This will allow you to connect and communicate with the wider TPC team as well as your fellow mentor, as soon as your application is complete.

# During the programme

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## What does the training consist of?

You can expect to spend eight hours per week over the seven modules, to cover up to two live 90 minute sessions (fixed times) per week, plus homework and hands-on mentoring practice (flexible with your schedule).

### **What if I have to miss a session?**

100% attendance is expected to ensure you get the most from the programme, but we understand that there may be extenuating circumstances. Once enrolled, if you do have difficulties attending any sessions, please contact Fiona or Ben ASAP to discuss via the Slack workspace.

### **Are the module sessions recorded?**

We plan to record most module sessions for training purposes; however this will be dependent on the preferences of the expert mentor presenting and will be on request only.

### **Who do I talk to if I get stuck?**

Please contact Fiona and Ben via the Slack workspace should you get stuck at any point - they and the team will be here to support you throughout the programme.

## **Pro-bono mentoring**

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### **How will I be matched to mentees during the programme?**

Once selected, and having completed your application, we will then match you with an appropriate mentee based on industry experience, functional skills, personal style and any other factors that may matter to them.

### **What kind of mentees will I get the chance to work with?**

We have open application processes for mentees to access pro-bono mentoring and in the last cohort we saw applications from companies including Oxwash, Grantify, Sixley, Barefoot Learning, Turner Capital Group and more. The matching process is based on your industry experience, functional skills, personal style and any other factors that may matter to them.

### **How many hours are expected to be given pro-bono?**

A minimum of 4 hours mentoring over the course of the programme, as agreed with your mentee.

## What happens if a mentee drops out?

The mentees have agreed to advise us of any changes required, and we will reassign you to another mentee if this occurs.

## I'd like to be a mentee not a mentor - how can I get involved?

We have options for [pro-bono mentoring](#) (minimum of four hours over four weeks specific to the cohort timetable), and [paid matched mentoring](#) (for an agreed period and rate during the matching process). You can find out more about both options by clicking on the relevant link above.

## Accreditation

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### What is involved with passing the accreditation?

There are five pillars to the accreditation process:

- Each module has an assignment which must be passed to continue to the next part of the programme
- Observed pro-bono mentoring of a mentee, plus feedback from the mentee
- Presentation of a written case study
- 360 feedback from your peers, mentee and the TPC team
- Full participation in the programme

Passing is contingent on all of the above being met, which is further detailed in the programme [Terms & Conditions](#).

### What will the case study presentation consist of, and when will I need to give it?

The written case study and presentation is your final assessment on the programme. The presentation will last 10 minutes, with a further 10 minutes of feedback and will take place in the last week of the course. The expectations of this assignment will be explained further in module 2 before you are introduced to your mentee.

## Is the accreditation publicly certified?

Not yet, but we are working to ensure that this will be in the future.

## Matched mentoring

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### How will I be matched to mentees?

This works similarly to the pro-bono matching; based on industry experience, functional skills, personal style and any other factors that may matter to the prospective mentee.

### Can you guarantee me income from the matched mentoring?

Unfortunately not. However, we can guarantee that we will be promoting this pool of accredited mentors to VCs, founders and c-level leaders globally, so we expect meaningful volume and will endeavour to ensure that all TPC accredited mentors win paid work.

### What kind of mentees will I get the chance to work with?

For matches for paid mentoring work, we have talent partnerships in place, or under negotiation, with GALLOS, NoBa Capital, Mayfair Equity Partners, Northzone, Rianta Capital, Eight Roads Ventures and Envestors. We'll be pitching to more throughout 2023. The matching process is based on your industry experience, functional skills, personal style and any other factors that may matter to them.

### How are you building the pipeline of prospective mentees?

We promote our pool of accredited mentors [here](#), along with proactive outreach to, and partnerships with, various VCs and their founders globally. We will endeavour to ensure that all TPC accredited mentors win paid work.

### What happens if I don't get on with the mentee I'm matched with?

Open communication is a big part of this programme, and we will support you in the matching processes both inside the programme and beyond. If this occurs, please do let us know and we will work with you and with the mentee to ensure this is a successful relationship for all involved.

## What opportunities are there to continue development after the programme?

Once you've completed the course, you will then become part of our exclusive mentor talent pool – and go on to be a part of the mastermind network of fellow mentors. Having connected with us and your fellow cohort mentors, you'll continue these relationships driven via TPC's platform and Slack workspace. The prospective opportunities will not only come from our network, but will be driven by the skills and techniques learnt on the programme so that you can leverage the available opportunities.