



Peer Mentor.net
INC.

Mentoring Fees?

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1. **What is the role of a mentor?** — The word mentor has many definitions. I prefer to think of it as a two way street. I refer to this concept in my writings as a “u-me...ism.” In order for me to help you, I must first learn something about you. At the same time, it is difficult for you to share without knowing something about me. Mentoring is about relationships that open channels for communication. I wouldn’t know if I can become a mentor for you unless we first begin to dialogue. I would suggest that we first have an initial conversation over the phone for about 20-30 minutes to first try to determine your more specific needs. There is no cost to this initial assessment.
2. **What is the nature of the relationship?** — The relationship can begin and end at any time. It does not entail one person having a higher or lower position. It does not suggest that one person has more experience or credentials than the other. It is “not” about giving advice. It is a dialogue for sharing of concepts and ideas so that both can benefit from the relationship. The dialogue will only continue as long as there is benefit for both parties. Keep in mind that those benefits can include the desire to do good will on the part of the mentor. Usually in a second session, we would declare a time period for ending; and this



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is renewal depending on the circumstances and needs. Fees to be determined based on the length of time required.

3. **Is a fee attached to mentoring?** — Yes, if you are dealing with professionals. Be careful in that not all professionals have the expertise to be effective and affective listeners / coaches / mentors. If you go into the web site for Coach University, you will be able to access a range of fees. Personally, I would not even discuss fees until we have first talked to establish your needs. Perhaps, I can help you find someone else who may better meet your needs. If I presume to be able to meet everyone's needs at the outset, it would be a grave mistake for both parties. I would much rather speak with you first for free to explore your needs.

4. **Is there some basic information that you can provide?** — Most of the above information can be accessed through a range of mentor groups using the internet. I do mentoring as a part of Peer Mentor.net which is about facilitating individuals and companies in “the relentless pursuit of intelligent growth.” I also facilitate Executive Leaders with “Emotional Intelligence” Assessments, both individual and 360 degree, in order to evaluate and improve leadership skills. This approach has proven results for many executives and organizations. Case studies are available upon request and there are free articles available within the web site: www.peermentor.net under the heading “Resources.”

You can reach me by phone at (519) 745-8543 or by email at admin@peermentor.net.

My business is about you — “People Helping People.”

Wayne Townsend
CEO, Peer Mentor.net

