

The Environment Agency

Situation

The Environment Agency, under a relatively new Chief Executive, was keen to promote a greater customer and more commercially aware mindset across the organisation and refresh its talent programme for future leaders.

Current and future leaders required an opportunity to broaden their external perspectives, be challenged and receive guidance from successful leaders in commercial organisations, i.e. something beyond more traditional executive coaching which was already available.

MLI's Solution

MLI drew upon its extensive cross-industry links to source appropriate mentors for the Environment Agency.

MLI facilitates the matching of mentee / mentor pairings providing appropriate 'start up' advice and then ongoing support as necessary. Mentors will share their insights and experiences e.g. regarding such areas as programme management, marketing, operations / service delivery and people practices.

Mentor organisations supporting the EA include BP, Xerox Corporation and AXA.

Benefits

- For the mentees this is a highly acclaimed and very productive development experience which also widens their professional network.
- For the EA, as well as supporting their development goals it's also a great way to communicate their mission and goals across industry in a collaborative way.
- For mentor organisations it's providing a fascinating and 'different' development experience for their mentors plus, in this particular case, an excellent 'corporate social responsibility' initiative.

Head of Talent & Leadership Development, The Environment Agency, says:

"MLI drew on their links with best practice organisations, enabling us to put in place a number of highly valued mentor pairings with mentors from outstanding companies to support various critical job holders."



Key Facts

Company

The Environment Agency

Nature of Business

The Environment Agency is an Executive Non-departmental Public Body responsible to the Secretary of State for Environment, Food and Rural Affairs and an Assembly Sponsored Public Body responsible to the National Assembly for Wales.

Its principal aims are to protect and improve the environment, and to promote sustainable development. It plays a central role in delivering the environmental priorities of central government and the Welsh Assembly Government through its functions and roles.

Number of Staff

13,000

Develop the capability of your business - email enquiries@mayolearning.com today.