



AidedeMD

MENTORING BUSINESS LEADERS

We mentor business leaders and advise on strategic people management to increase productivity and achieve your business goals. We work with you to develop an accountable, autonomous business.

We provide the following services:

- Mentoring business leaders
- Board and Executive facilitation
- Team workshops
- Coaching

We run leadership programs designed to focus on the unique development of your leaders. The programs include group workshops and individual coaching sessions for each participant.

- Management Immersion Program (MIP)
- Leadership Immersion Program (LIP)
- Self-Leadership Immersion Program (SLIP)
- Future Leaders Immersion Program (FLIP)

MENTORING BUSINESS LEADERS

We act as a sounding board, business consultant and coach to provide an external, objective perspective.

Charlotte encourages the development of specific skills and knowledge to maximise business potential. We work together to retain, educate and grow your team while enhancing your leadership.

Recognising strengths and acknowledging weaknesses improves self-awareness and helps achieve goals. We will discuss people management, succession planning, operations, and strategy.

SESSIONS

6 x 2 hour fortnightly / monthly
One To One

DELIVERY

Face To Face

FACILITATED BY

Charlotte Rimmer, MD

FOCUS

To be discussed and agreed

BOARD & EXECUTIVE FACILITATION

We collaborate with you to ensure that your Board/Executive works effectively to support the overarching strategy for your business. We help to ensure an effective accountability framework, induction and communication process.

Setting the scene for an effective Board requires solid scaffolding and recognition of the importance of board fundamentals and relationships. Combining experience, knowledge and learnings, Charlotte ensures that Board members collaborate effectively.

Investing time with an external facilitator teases out potential issues, stresses and strains while revisiting the Board's obligations.

STRUCTURE

Pending brief: from 3 day off sites to half day accountability reviews

PARTICIPANTS

Board or Executive

FACILITATED BY

Charlotte Rimmer, MD

FOCUS

To be discussed and agreed

TEAM WORKSHOPS

We work through frameworks with your team to create a language to enable improved communication, accountability and delegation. We provide strategies and tips to effectively implement planning and preparation while encouraging teamwork and collaboration.

These workshops result in increased productivity across the business.

- Organisation strategic alignment
- Professional development
- Execution and maintenance of accountability framework
- Communication and facilitated "elephant in the room" discussion

SESSIONS

2 x 3 - 4 hour workshops

DELIVERY

Face To Face or Online

PARTICIPANTS

10 pax

FACILITATED BY

Aide de MD Coach / Facilitator

FOCUS

To be discussed and agreed - Bespoke topics may be included as required

COACHING

One to one coaching focusing on unique challenges or development. This program supports the accountability training and enables individuals to improve specific skills with a highly experienced, knowledgeable coach.

We help to improve self-awareness and achieve goals. We discuss professional presence, career advancement and challenges. We use our knowledge to guide improved business productivity and confidence.

This is a safe, confidential opportunity for those who need external, objective guidance.

SESSIONS

6 x 2 hour fortnightly OR
12 x 1 hour weekly (online only)
One To One

DELIVERY

Face To Face or Online

FACILITATED BY

Aide de MD Coach / Facilitator

FOCUS

To be discussed and agreed

MANAGEMENT IMMERSION PROGRAM (MIP)

An inclusive, hands-on training program for both experienced and new managers to build management knowledge, confidence and skills. Participants will be guided through a series of topics while discussing real and current scenarios enabling practical advice.

Decision making, authority and communication skills will all be reviewed and addressed within a safe environment of managers /emerging team leaders. We encourage the development of a peer support network.

DURATION
3 months

SESSIONS
6 x 2 hr sessions fortnightly
2 x 1 hr coaching per person

DELIVERY
Face To Face or Online

PARTICIPANTS
Min 5 pax Face To Face
Max 5 pax Online

FACILITATED BY
Aide de MD Coach / Facilitator

**2 CORE TOPICS +
10 ADDITIONAL TOPICS
BASED ON REQUIREMENTS**

LEADERSHIP IMMERSION PROGRAM (LIP)

An inclusive, hands-on training program for skilled managers who have completed the MIP program or equivalent study. Participants will be guided through a series of topics while discussing real scenarios.

We build leadership skills and self-confidence. Decision making, accountability frameworks and communication skills are challenged and discussed within a safe environment. Individuals are required to evaluate and assess current work practices. We encourage the development of a peer support network and objective thinking.

DURATION
3 months

SESSIONS
6 x 2 hr sessions fortnightly
2 x 1 hr coaching per person

DELIVERY
Face To Face or Online

PARTICIPANTS
Min 5 pax Face To Face
Max 5 pax Online

FACILITATED BY
Aide de MD Coach / Facilitator

**2 CORE TOPICS +
10 ADDITIONAL TOPICS
BASED ON REQUIREMENTS**

SELF-LEADERSHIP IMMERSION PROGRAM (SLIP)

An inclusive hands-on program for individual contributors. Leaders are not always “people” managers and this program is for ambitious professionals keen to develop confidence, influence and position.

We build confidence and leadership skills through real examples of work environments. Discussions, stories and shared experiences are reviewed and challenged. Problem solving and critical thinking skills are tested and appraised. We encourage the development of a peer support network.

DURATION
3 months

SESSIONS
6 x 2 hr sessions fortnightly
2 x 1 hr coaching per person

DELIVERY
Face To Face or Online

PARTICIPANTS
Min 5 pax Face To Face
Max 5 pax Online

FACILITATED BY
Aide de MD Coach / Facilitator

**2 CORE TOPICS +
10 ADDITIONAL TOPICS
BASED ON REQUIREMENTS**

FUTURE LEADERS IMMERSION PROGRAM (FLIP)

An inclusive, hands-on training program for emerging and new leaders who wish to improve their influence. Participants will be guided through a series of topics while discussing real scenarios. This will suit newly promoted managers or those wishing to develop their career skills.

We build leadership skills and self-confidence. Motivation, accountability frameworks and communication skills are challenged and discussed within a safe environment. Individuals are required to evaluate & assess current work practices. We encourage the development of a peer support network & objective thinking.

DURATION
3 months

SESSIONS
6 x 2 hr sessions fortnightly
2 x 1 hr coaching per person

DELIVERY
Face To Face or Online

PARTICIPANTS
Min 5 pax Face To Face
Max 5 pax Online

FACILITATED BY
Aide de MD Coach / Facilitator

**2 CORE TOPICS +
10 ADDITIONAL TOPICS
BASED ON REQUIREMENTS**

Delivery of Programs

- All our programs are customised to meet your specific requirements.
- Our experienced team is selected to match your particular needs.
- Online delivery will be conducted via Microsoft Teams.
- Face-to-face delivery will be conducted at the client's office or at an agreed location. Room hire and travel costs are the responsibility of the client and are not covered by the program's investment.

Terms of Business

- All Terms of Business will be included within each bespoke proposal.

Following are extracts of testimonials from some of our clients. [Please visit our website to read all testimonials.](#)

“Aide de MD has been an amazing partner for our digital teams as we have grown from around 100 people mainly in one location to more than 500 people across multiple regions globally. She has been able to run amazing accountability, communication and leadership programs for all levels in the organisation which were impactful across different cultures and countries.”

“Over the past two years, Charlotte and her team have been an invaluable asset to our global management team, supporting us in various capacities.”

“Charlotte took the time to really understand our business and tailor the workshops to the individuals participating, and to the business requirements.”

“Charlotte’s approach was well thought through – including pre and post workshop meetings – and targeted to maximise the commitment and accountability of the team.”

“Charlotte and her team create an atmosphere that encourages engagement by all and enables real and challenging issues to be discussed. This leads to the following up of actions and further discussions by directors to guide continuing improvement in decision making practices and policy development.”

SOME OF OUR CLIENTS



For a bespoke proposal, please contact us:

Aide de MD Pty Ltd

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