



Mentoring and Supervising Managers

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- A mentor is an experienced colleague in the same field. A supervisor is a discussion partner bringing perception and growth to the guided one.
- I work as mentor and supervisor for both managers and consultants. In this case the terms approach each other because I have 24 years of experience of consultation and 19 years of management experience. Objectives of the mentee/supervisee determine each time where the emphasis of the process lies.
- I offer individual and group supervision and individual mentoring by agreement. The agreement covers cut-to-size guidance process. Objectives to be valued at the end of the process are agreed upon together.
- I have been supervising for 30 years. My OD consultant, psychodrama and psychotherapist education have included studies of supervision. CV can be found at www.perendie.fi under the headline "Contact us".

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