

FAQs

How much time will I have to allocate to a DPG?

The format of a DPG will be developed to maximise the benefit from each session, while reducing time away during working hours to a minimum.

The intended format will be:

- 1 x half day initial meeting and ongoing meetings thereafter to suit the group
- Final format, length and frequency of the meetings will be decided by group attendees. Typically this is a half day every 6-8 weeks.

How can I be assured that the subjects I raise will remain confidential?

All information shared at meetings and coaching sessions is held in strictest confidence.

Only members from non-competing companies are allowed to join the same group negating any potential conflict of interest. All members are required to sign a mutual confidentiality agreement as a condition of membership.

Will I get the opportunity to discuss some issues privately?

Yes, although members that are already clients of the Coaching for High

Growth Programme may find that one-on-one coaching sessions with their appointed coach is the best time for reviewing goals, monitoring progress and following-up on any agreed action points.

What level of skills and experience do the facilitators have?

DPG facilitators all have significant business experience so that they appreciate, understand and can empathise with the issues facing group members. Additionally all DPG facilitators have undergone training in coaching, mentoring and facilitation.

What are the fees for membership?

As a client of the Coaching for High Growth Programme or invited group member you will not be charged for participation in the DPG scheme.

How can I justify the investment in time?

By setting aside the time to become an active DPG member, your business will benefit from your improved leadership, strategic focus and ability to achieve goals and business objectives. Come to the first session as a taster to experience the benefits of attending future meetings.

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Grow Cornwall

Director Peer Group

Supporting the growth and development of businesses and business leaders in Cornwall and the Isles of Scilly

The Director Peer Group scheme (DPG) is an initiative under Grow Cornwall's Coaching for High Growth Programme to fulfill a commitment to supporting the professional development of directors and senior managers of businesses in Cornwall and the Isles of Scilly.



We perform better when we learn from other people's experiences. DPGs provide a confidential and supportive environment in which group members assist each other in achieving goals and resolving problems.

Those invited to join the scheme participate in groups of up to 10 peers from non-competing businesses that meet together regularly. The venue, length and frequency of meetings is agreed by each individual DPG group.

Meetings are moderated by a trained facilitator and coach with business experience who can provide a safe and open forum for:

- sharing insights into problem solving

- knowledge exchange from guest presenters with expertise – topics will be chosen by the group for their relevance

We believe that innovation is a core component of business success. It will reinforce discussions on wide ranging topics including, amongst others, management techniques, company structure, customer relationships and problem solving.

The Benefits

Personal Benefits of participation in a Grow Cornwall DPG

- further development of leadership style, skills and capabilities
- develop thinking and understanding of key issues
- gain new insights from other members' experience
- increase confidence in personal judgement
- test personal thinking in a safe, non-hierarchical environment
- help to overcome any sense of isolation sometimes felt by those with board level responsibility
- improve decision making
- find solutions to seemingly insurmountable problems and roadblocks
- continue development of personal competencies and knowledge
- help other group members to find solutions to their problems

Business Benefits of participation in a Grow Cornwall DPG

- become a more effective leader
- develop a more strategic view of your business
- maintain focus to achieve goals and objectives
- keep abreast of the latest thinking in effective management
- continually evolve your business to meet the needs of today's rapidly changing business environment
- work ON the business rather than IN the business

If you would like to know more or are interested in becoming a member, attending a meeting as a guest, sampling a free one-on-one coaching session or for any other information, please contact the Oxford Innovation Grow Cornwall Office:

t. 01872 300116

The Old Chapel, Greenbottom, Chacewater, Truro, TR4 8QP

“ I found the day far more enjoyable and useful than I'd previously thought it would be and I'm very pleased to be involved ”

“ It was a great session and I found it very reassuring to see that we all deal with such similar things ”

“ Thanks again to all at OI and all the other directors for a really really good afternoon. It is great to know that we are all pretty much facing the same dilemmas and all our brains working together on how to sort them is a very cool idea! ”

“ Thanks – I'd been in two minds about attending but I'm glad I did; very useful and nice to meet everyone ”

“ I particularly enjoyed meeting and hearing from people from very different areas of work to myself – it's easy to fall into just knowing about other people/companies in your own field. Hearing how the same issues effect us all was interesting ”

“ There's a good mix of role models/ experience within the group, other people are being much braver than me – it looks like a good place to learn new tricks ”

“ The DPG provides an open forum for discussing business without the usual spin or short hand (“oh business is really good” etc – because in truth it's all too complex; boring; people wouldn't understand; you don't want to divulge). Hearing new perspectives on familiar themes was valuable ”

“ I think that the DPG is a great idea and looking forward to the next meeting ”