

# Making It Happen

## Why a Mentoring Programme?

Owning a business can sometimes feel isolating and an enormous challenge. You want to grow and be the best retailer in your area, but you are not sure how or you can't see a clear path to the end result. It could mean making some difficult decisions and you are concerned about the consequences. It is often said the biggest benefit of having a business mentor is having someone you can ask questions and seek advice that has previous experience operating a business.

A problem shared is a problem halved. Making It Happen goes further than just sharing problems. It is a structured programme that focuses entirely on your business from 'front of house to back office' and the way it operates and is managed. If you want to avoid potentially costly mistakes, there is no silver bullet or one-fix solution. Only an integrated approach to managing a garden centre will make a difference along with guidance, practical assistance and proven implementation from an experienced practitioner to help you produce results to meet your goals.

## Format of the programme

- An initial one full day site visit: - appraisal, business plan / review existing, discuss action for implementation, set up recording for KPI figures; agree Action Plan for first 6 months
- Quarterly mentoring visits on site for encouragement and to provide opportunities to ask questions; discuss progress and issues encountered, seek advice; share difficulties or frustrations you are having with any aspect of your business.
- Advisory support service:- Ongoing assistance with implementation, previews of planned actions, regular response to any queries, by email or phone as required
- Assistance with growth and planning for the future, be that increased profit, readiness for sale, new developments, generational change, whatever your business goals are.
- Monthly KPI monitoring and reporting across nineteen departments
- Set of seven electronic comprehensive manuals covering business planning, premises development, financial management, people management, operations management, marketing, merchandising.

## Fee

The fee is based on the turnover of your business; please look at the table below. We ask for a three-month deposit upfront with the rest of the balance taken in nine monthly Direct Debit instalments.

For a business with a turnover of 0 - £500,000 that would be just £285 + VAT upfront, then nine payments of only £95 + VAT per month. This represents just 0.228% of your turnover. If the turnover of your business is £3,000,000 the fee represents 0.16% of your turnover.

Turnover £	0-500,000	500,000-750,000	750,000 - 1,000,000	1,001,000-1,500,000	1,501,000-2,000,000	2,001,000-2,500,000	2,501,000-3,000,000	3,001,000-3,500,000
Monthly Payments	£95	£150	£190	£250	£300	£350	£400	£450
Annual Fee	£1140	£1800	£2280	£3000	£3600	£4200	£4800	£5400

## Benefits

- Practical assistance to prioritize activities and initiatives to those that are proven and known to produce the best return relative to input.
- Practical assistance to implement – not just ‘what to do’ but ‘how to do it’ and being proactive at every level.
- A wise, experienced independent head to help resolve the most complicated or tricky matters you are experiencing in your management of the business
- Manuals full of information, including almost everything you need to know to run a garden centre.
- Monthly KPI monitoring to accurately measure all aspects of the business and will guide your strategic and management decisions rather than flying by the seat of your pants and gut feel.
- Exposure to new ideas and ways of thinking
- Advice for developing strengths and overcoming weaknesses
- Assistance to develop your business skills and to develop the talent you already have in your business to increase productivity across the organisation
- Confidence and encouragement
- Contacts that may help make your business more successful