



The Belfast based engineering services business Fin Engineering is growing steadily and the focused mentoring of members of its senior management team is playing its part. 18 months ago John Leckey, then Managing Director, decided to introduce the DEL-funded IMPACT! Mentoring programme as part of his plan to prepare the business for growth.

Over this time John has utilised IMPACT! to provide mentoring for Fin's Sales Director, Company Secretary and Maintenance Manager. "We are striking an effective balance between the strategic development and operational management of the business. This is now being reflected in Fin's financial performance and in our forecasting of further growth." says John. "We have made important structural changes to facilitate our growth including my move to CEO, the Sales Director's move to MD and the recent appointment of a new Chairman."

"IMPACT! has been an excellent means of focusing our thinking and actions to develop a sustainable growth path for Fin. The programme is highly flexible enabling our managers to utilise their 12 hours of mentoring when and where it is most beneficial. We are developing our business plan for the next three years and are building in elements of mentoring to help us achieve our ambitious growth objectives. I would recommend this mentoring programme to those SMEs that are serious about sustaining or developing their business in these challenging times."

"Our managers have benefited from the impartial feedback that mentoring provides and it has challenged our assumptions to help develop new perspectives on our business challenges and opportunities. It has developed our adaptability and confidence to try out new ideas."

To learn how mentoring can make an impact on your business contact Kevin Kelly on 028 90804209 or email [kkelly@mln.org.uk](mailto:kkelly@mln.org.uk)