

## Mentorship

Mentorship is a terrific way to enhance employee skills and drive the desired outcomes of an organization. Employers who promote from within or hire employees new to the Environmental, Health, Risk & Safety (EHRS) profession can benefit from providing mentoring services to improve an employee’s knowledge, experience, leadership and networking more quickly and comprehensively.

### About HEILL

[HEILL SAFETY SOLUTIONS](#) (HEILL) is a safety/risk management consulting company who provides EHRS services including 1) professional consulting, 2) recruitment and placement services and 3) mentorships. HEILL’s two founders, Brian Clarke and James Boretti, are well respected Certified Safety Professionals (CSP). They have extensive educational backgrounds, decades of experience, and have served on various National and Regional Committees and are past American Society of Safety Professionals board members. They have established an international network with industry professionals. Brian and James believe that giving back through mentoring is among the most important and valuable things they can do for the profession. It improves onboarding and productivity, improves personal and professional development, betters workplace leadership, develops a learning culture, produces better organizational results, provides for new perspectives, establishes new professional contacts and networking opportunities, and delivers immediate actions and results.

LinkedIn: [Brian Clarke, CSP](#) and [James Boretti, CSP](#)

### HEILL’s Mentorship Approach

Mentorship is a powerful development approach that leads to positive change and results. HEILL builds open, inclusive and motivating mentoring relationships. HEILL’s mentorship approach includes a collaborative learning environment, varying experiences and perspectives, diverse learning styles, exchange of ideas, building peer relationships and professional networking, 1-on-1 and peer coaching groups, virtual or in-person sessions, and online resources. The first sessions are focused on building trust and assurance that mentoring is focused on benefiting the employee. The next sessions identify key focus areas for development. This is followed by identifying what the employee can do across the organization to improve EHRS.

### HEILL’s Mentorship Services

HEILL’s mentorship plan includes goals for enhancing personal and professional development, which are connected to organizational improvements. The mentorship implementation services are comprised of the following and are modified to meet the client’s specific needs.

<b>Guidance</b>	Advice & Feedback	Lessons Learned	Action Steps & Plans
<b>Technical Expertise</b>	Education & Training	Real-life Experiences	Resources
<b>Communication</b>	Intention	Purposeful Listening	Strengthening Conversations
<b>Leadership</b>	Creating a Safety Culture	Building Support	Management Aspects
<b>Advocating</b>	Performance Measuring	Audits	Reporting Results
<b>Networking</b>	Peer Professionals	Professional Associations	Vendors & Suppliers