

# Terms of Engagement for Mentoring



I have chosen, at this stage in my career and professional life, to Give Back to Leaders and Other Professionals by sharing my experience and expertise, gained after more than 30 years in the leadership development field. Being in a position to do this, my Giving Back is reflected in the lowering of my fee for services, the sharing of my resources via my website at no cost and without any need to leave an email address and in the amount of time I give to my mentees to ensure they achieve the outcomes they want. Giving Back is a way we experienced professionals can say Thank You to our professional community for the success we have had over our own careers.



- Each session will be an hour long.
- Mentees are invited to allow 1½ hours, however, for the first session which allows time for planning their outcomes for the mentoring. This will be charged at the one hourly rate.
- There are two ways you can engage in mentoring with me.
  1. If you just want to have an initial mentoring session with me and then follow up at irregular intervals when a situation arises, the fee for an hourly session is \$220 + GST = \$242. My original fee was \$315 + GST. As a discounted fee, it would be appreciated if the fee on these occasions could be paid within 7 days after the session.
  2. If instead you want to accelerate change in your career or professional development and are prepared to engage in mentoring at 4-week intervals (or less), I offer a discount for a block of 3 sessions, if paid in full prior to the mentoring beginning. This brings the fee down to \$195 + GST per session = \$214.50 per session. The upfront fee for the 3 sessions therefore is \$643.50, including GST.
- The mentoring sessions will be held online, in my home office, or a café/coffee shop, the latter being the preference of most people.
- You will be issued with a tax invoice and the session is tax deductible. I make it out to Leadership Development Coaching which is an acceptable denotation for the Tax Office.

Maree Harris, PhD. FIML, MAHRI.