



PATRICK TOMLINSON

Developmental Mentoring Service for Professionals and Organizations



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Introduction Having worked since 1985 in providing services for traumatized children, I specifically focus on supporting the development of professionals and organizations. While this document is focused on mentoring work, I am also able to provide consultation and supervision and can adapt the approach to meet your specific needs.

What is Mentoring? Mentoring is a process whereby a suitably experienced person provides a 'mentee' with guidance, advice and counsel. The focus is on the self-development, professional growth and career development of the mentee, so that he/she can become the person that he/she wishes to be. A clear difference between mentoring, as opposed to supervision and consultancy is that the mentee and his/her developmental needs are the central focus of the work.

How the Service is Provided A combination of Skype call and email support can be used. The number of sessions (and duration) is tailored to the mentee's needs. For example, two, one-hour sessions per month, or whatever frequency is preferred, with email support if required. The number of sessions can be increased or reduced as necessary.

Assessment of Developmental Needs To begin the mentoring process if the mentee wishes, it can be helpful to carry out the PTA Personal Development Assessment. This helps to understand the mentees approach to his/her development and clarify helpful areas to focus on during the mentoring.

(see - www.patricktomlinson.com/staff-recruitment-and-development)

Areas of Mentoring Work and Costs Mentoring is provided in the areas below, usually through Skype and email. At the beginning of the mentoring process an agreement is made on the focus of the work, based on the mentee's desired outcomes. The costs are for one-hour sessions. The service is provided to professionals internationally. A flexible email only service can also be provided at a reduced cost. The mentoring can also be provided to small groups of people together. This provides a positive support and learning network, as well as reducing the cost for each person. Please email ptomassociates@gmail.com for any queries.

Professional Development for Practitioners This is for those who are involved as practitioners and senior practitioners. For example, therapists, counselors, residential and foster care workers, social workers, team leaders and supervisors, Guardian ad litem and advocates among others. While the focus is professional development the work can be broad and also include wider areas of personal development.

Professional Development for Senior Managers and Executive Directors This is for Senior Managers and Executive Directors who are involved in leading organizations in the human services field, especially those who provide services for Traumatized Children and Young People. While the focus is professional development the work can be broad and include wider areas of personal development.

Business Development This is for professionals who are interested in developing their own business as a self-employed practitioner or by providing their service through a business. This service may be especially useful for professionals who are making the transition into self-employment.

Brief Profile I provide mentoring, consultancy and supervision to professionals and organizations. The people and organizations I work with have made very significant progress in their development and in achieving their aspirations.

The service is for those who work with traumatized children and young people, as well as other human services. My work with traumatized children spans from 1985, as a Residential Care Worker, Manager, Director, CEO, Clinician, Psychodynamic Organizational Therapist, Consultant, Author (and editor) and Mentor.

I have had lead roles in developing internationally renowned therapeutic models and can offer long term project work or briefer services as needed. I am also an author and editor of numerous books and articles. The service has been provided to organizations and Individuals in a wide variety of locations such as UK, Ireland, Australia, Japan, Romania, India and Portugal.

RECOMMENDATIONS

Rui Lopes, Director de Casa de Acolhimento Residencial, Lisbon Area, Portugal Patrick has been very helpful in assisting with the therapeutic model development for the service I lead. It has been a tough but very fulfilling journey. Being mentored by Patrick has definitely been of most importance for the achievement of positive results.

Claudia Hill, Psychodynamic Therapist, Clinical Operations Manager, Lecturer, Supervisor and Tutor – England *I am currently being mentored by Patrick. In a very short space of time, I have developed my career and my thinking, with his expert guidance, support and experience. Our work together continues not only to have a significant impact on my personal development but has vastly improved my financial situation and outlook. I look forward to continuing working with him.*

Dr. Ioana Boldis, Psychologist, Trainer – Romania *Patrick Tomlinson is my mentor for more than 2 years. In this time, he guided me and also offered me an anchor, a flag in time of changing. During this time, I did some important steps in my career – I entered a PhD program and also had some important work achievements that are also reflected in my income. In this time, Patrick was an inspiring source for me, a point of stability and also an objective point of view regarding different aspects.*

Some people may wonder... why a mentor? Well, the benefits are both on short term by having a professional with a higher level of expertise, who had similar experiences, to guide you in work, challenging points and on long term – by offering a model of good professional practice, of perseverance, reliability and also meaning.

Rudy Gonzalez, Executive Director, Lighthouse Institute – Australia *The key to the success of the work with Patrick Tomlinson has been the way we have established a strong working relationship, whilst working across international boundaries. Patrick has brought a variety of essential skills to the projects that we have worked on. He has demonstrated great knowledge and expertise, reliability, high quality work, and has always delivered on time. His service has been very productive and cost effective, due to his ability to systematically work through any potential challenges that would take a less evolved individual many months to work through. Lighthouse Foundation has been providing therapeutic programs for traumatized children and young people for over 20 years. We are now in a position where we are ready to achieve our strategic aim of transferring our practice model to organisations across Australia and internationally, thanks to the enormous contribution of Patrick Tomlinson.*

Hisayo Kaihara, MD (Child Psychiatrist), Tokyo, Japan *I have been leading a 3-year research project funded by the Japanese Ministry of Health, Labor and Welfare. We are researching worldwide, effective approaches in working with traumatized children in residential and foster care. I have been consulting with him by email, which has been a helpful way for me to communicate and Patrick has visited Japan. His advice and assistance have been so great, helpful, reliable, prompt, kind and warm and fit to Japanese society. Patrick Tomlinson is the very right person to understand quickly the situation and the problems of looked after children in Japan, visiting several children homes, talking with carers of children homes, foster parents, senior executives and professionals.*

He is really an excellent lecturer listening to the audience's questions and quickly understanding their needs. He has also prepared articles with more than 100 pages for the lectures and these translated materials help the audiences in their daily work very much. The survey taken from the audiences after his lectures has shown that 100% answered very satisfied and helpful. And they have commented they have never listened to such helpful lectures before.

Debbie Wolfe, Managing Director, Stable Relationships, England *Patrick has mentored me for the last 2 years. He has provided me with guidance and advice relating to running my organisation, Stable Relationships - which provides equine assisted learning, for children and young people as well as other services. In two years, we have gone from being new to a thriving organization. We have also been featured in 2 national newspapers, TV and Radio. Patrick has been very encouraging. I have found it very helpful to have someone with so much knowledge on trauma and young people, as well as business development, to work with about the various challenges, and successes we have experienced to date.*

Emma Griffiths, CEO at Gloucestershire Counselling Service, England *Patrick has a deep understanding of therapeutic model development, organisation dynamics and leadership. I continue to draw on his teachings in my senior management position to this day and he is a go-to mentor, skillful at facilitating self-reflection.*

Dr. Neil Thompson, PhD, DLitt, Wales *Patrick has an excellent knowledge base and a high level of skill in taking plans forward.*

Paul Van Heeswijk – Consultant Child and Adolescent Psychotherapist, England *I have known Patrick for 25 years. I have worked with him in several organisations in the UK and Ireland. These organizations deliver therapeutic services to young people who have attachment and/or learning difficulties. Patrick has always sought to develop models of care that provide a secure base to contain, orientate and inspire the individuals and teams who carry out such important and difficult work. He understands how leadership and management structures need both to reflect the model of care and to facilitate its implementation.*

Patrick understands how easily organisations can drift or become ineffective and unsupportive under the daily pressure of the work. Importantly, he demonstrates the ability to provide an emotionally containing leadership presence in highly challenging circumstances. He has a proven track record of delivering positive organisational change that results in enduring and successful outcomes for clients and staff. He has an impressive aptitude for identifying core issues and developing practical plans of action.

Liza Aitken, Life Coach, Clinical Hypnotherapist and Trainer, England *As a mentor Patrick has helped me think about what is important to me, helped me to think for myself and make sense of my options in terms of the work I do, and in my own personal development. Along with a space for self-reflection, our relationship has supported my decision-making abilities. Our discussions are always thought provoking, in that they are usually deep and to the point. He helps me get to the core of the matter. Patrick doesn't tend to quickly offer solutions for my questions, he provides a space in which I can find my own*

answers. I have great respect for Patrick, his work, knowledge and experience and will continue to recommend him.

Laura Steckley Excerpt of book review, by, Course Director, MSc Advanced Residential Child Care, Glasgow School of Social Work, Scotland *From the introduction through the final appendices, I was struck by the constant and integrated presence of thinking, feeling and reflection as integral to meeting the needs of young people, whether at an individual or organisational level.....This book offers vision and motivation to those with requisite courage to work towards a more humane system of care for children and young people. Review of Therapeutic Residential Child Care for Children and Young People: An Attachment and Trauma-Informed Model for Practice (Susan Barton, Rudy Gonzalez and Patrick Tomlinson, 2012) London, Jessica Kingsley.*

Stephen Jones - Senior Commissioning Editor, [Jessica Kingsley Publishers](#), UK and USA I have worked with Patrick Tomlinson on many books, and it is always a genuine pleasure. Patrick is both knowledgeable, with a deep understanding of his subject area, and a skilled writer. In his books he communicates complex ideas and concepts in a clear and structured way and always with a keen awareness of the needs of his readers and publishers' commercial concerns. I have always found Patrick to be reliable, conscientious and thoughtful in my dealings with him, and value him as a source of advice."

CONTACT DETAILS and INFORMATION

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