



## PATRICK TOMLINSON

### Developmental Mentoring Service for People and Organizations



For Further Information and Costs

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[www.patricktomlinson.com](http://www.patricktomlinson.com)

**Introduction** Patrick Tomlinson Associates was formed in 2008 to enable the development of people and organizations. Services are provided internationally.

Development is one of 3 outcomes areas – **safety, development, and happiness** (Willis, 2001). All outcomes fall under at least one of these. Safety is necessary for development and happiness, which are closely linked. Development leads to an improved sense of well-being and happiness, which supports further development.

As well as mentoring, I provide consultation and supervision 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 professional and career development, and personal growth. The aim is for the mentee to become who he/she wishes to be.

**How the Service is Provided** Online platforms, such as Skype or Zoom are used for sessions. The frequency and duration are tailored to need and can be changed as necessary. An email service is provided for practitioners who mainly wish to focus on developing their knowledge.

**Assessment of Developmental Needs** To begin mentoring it can be helpful to carry out the PTA Personal and Professional Development Assessment (see - [www.patricktomlinson.com/staff-recruitment-and-development](http://www.patricktomlinson.com/staff-recruitment-and-development)). This helps to clarify areas to work on.

In the beginning, a plan is made based on the mentee's desired goals. A flexible email only service can also be provided at a reduced cost. Mentoring can be provided to small groups and teams. This provides a positive support and learning network, as well as reducing the cost for each person.

Mentoring is provided in the areas below.

**1. Practitioners** For therapists, counselors, residential and foster care workers, social workers, team leaders, supervisors, Guardian ad litem, and advocates among others.

For practitioners who are mainly interested in developing their knowledge, this service can be provided by email. For example, by responding to questions, providing reading material and relevant links, etc. A personalized curriculum can be created.

**2. Senior Managers and Executive Directors**

**3. Business Development** For business owners, self-employed practitioners, and people transitioning from employment to self-employment.

**Patrick Tomlinson Brief Profile** The people and organizations I work with have made very significant progress in their development and in achieving their aspirations.

My work spans from 1985, as a Residential Care Worker, Manager, Director, CEO, Clinician, Consultant, Author, and Mentor.

I have had lead roles in developing internationally renowned therapeutic models. I am an author and editor of numerous books and articles. PTA services have been provided to people and organizations in locations such as the UK, Ireland, Australia, Japan, Romania, Serbia, India, and Portugal.

## Reference

Willis, M. (2001) Outcomes in Social Care: Conceptual Confusion and Practical Impossibility? in *Leadership for Social Care Outcomes Module Handbook 2005*, University of Birmingham: INLOGOV

## 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 offered me an anchor, a flag in time of changing. During this time, I did some important steps in my career – I entered a Ph.D. program and 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 an objective point of view regarding different aspects.*

*Some people may wonder... why a mentor? Well, the benefits are both 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 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 organizations 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's homes, talking with carers of children's 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 surveys taken from the audiences after his lectures showed 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 organization, 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, organization 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, Ph.D., 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 organizations 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 organizations 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 organizational 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, 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 organizational 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."

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