



Guiding individuals through the transition from a corporate career to setting up their own business

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Wise Sherpa programme options

Wise Sherpa has three different levels of programmes - Compass, Navigator and Guide - to cater for varying needs and budgets. Each of the programmes lasts six months where each participant will work with Wise Sherpa as a guide in one to one sessions to cover the five steps approach to successfully set up their business.

8 month programme content*	Option 1 - Compass	Option 2 - Navigator	Option 3 - Guide
Online assessment	✓	✓	✓
One to one sessions covering five steps approach	1 x 1.5 hours a month	2 x 1.5 hours a month	2 x 1.5 hours a month
Talent Dynamics assessment & detail	✓	✓	✓
Support with systems selection	X	✓	✓
Support with systems implementation	X	X	✓
Communication training to pitch your business to clients	X	✓	✓
Regular networking & info sharing events	For future development	For future development	For future development
Top up guidance	Available at additional cost by agreement	Available at additional cost by agreement	Available at additional cost by agreement

* Depending on location clients may be asked to appear by live web the relevant local venue using video conferencing technology

We have three key measures of success for our programme alumni as a result of their participation:

- Confidence:** How well set up do participants feel for business success?
 - Time:** The amount of time spent in transitioning and operationalising the business
 - Performance:** How much more income can be identified as a result of the increased focus on building the business? We are also open to designing bespoke tailored programmes based on individual requirements
- We can also work with co-founders and have a particular interest in the partners co-founding consulting/professional services businesses.

What is a Sherpa?

Some members of the Sherpa population are known for their skills in mountain-climbing. Subsequently, Sherpas have become known globally as mountain climbing guides, whose purpose is to guide climbers and help carry the loads. Sherpas face the same harsh conditions and take risks as the climbers.

Parents a boy with budget

Introducing Wise Sherpa

Wise Sherpa works alongside talent teams during periods of reorganisation and redundancy to provide support to individuals who want to transition from a corporate career to starting their own business. As the 'gig economy' model expands to more organisations, produce a workforce of talent and organisational leadership to find ways to help people transition smoothly out of organisations and into new ways of working without a major resource and expense drain on business.

Traditional outplacement programmes are geared towards helping employees find another corporate role. At Wise Sherpa, we understand that employment trends are shifting as more people are attracted to the flexibility and control working for themselves, taking their services back to the corporate world on a consultancy basis.

Wise Sherpa is the brainchild of Rebecca Hill, a consulting professional who spent almost 25 years working in major global organisations, most recently as a global director at EY. Wise Sherpa draws on Rebecca's own experience of leaving a corporate world to set up a number of professional services and consulting businesses as well as that of the founder.

Wise Sherpa is aimed at experienced professionals in leadership roles who want to transition from corporate life to set up their own business. The service is focused on navigation of the operational and set-up phase whilst building resilience to help set up a business support network and infrastructure leading to growth.

Wise Sherpa approach

Research* points to the fact that individuals most likely to successfully create and grow a business are in their mid-40s and 50s onwards. Many people in this bracket are however, understandably cautious to make such a profound shift after years working in a corporate environment.

Wise Sherpa has developed a five step approach which acts as a guide to its process. It has been iteratively developed and tested with clients who have transitioned to successfully set up their own business.

- STEP 1 - Transition & Business planning**
This first step focuses on clarifying and building the vision for a participant's transition and future business. An online assessment is completed by the participant which forms the basis for initial one to one project sessions.
- STEP 2 - Assessing strengths**
The participant will complete a strengths based assessment for business owners and the results will be discussed and integrated into their business plans through the one to one sessions. Awareness of relative strengths and areas for any key gaps in identifying areas for operational or outsourced support. Talent Dynamics assessment used by Wise Sherpa is a proprietary profiling tool created by Roger Adams, the founder of the Entrepreneur's Institute, and used by over 100,000 entrepreneurs around the world.
- STEP 3 - Establishing systems & processes**
A key element of the programme is an assessment of participant's working practices including location, time, focused on their digital environment, marketing and sales. This informs the collaborative development approach that ensures that their effectiveness, ensuring that time is focused on the tasks that will build the business, streamlining time spent on administrative and back office tasks. Depending on the personal complexity of the business and its needs, this can be a further touch on comprehensive part of the programme.
- STEP 4 - Reviewing your business**
To set participants and their businesses up for sustainable and long-term success, it is important to have a plan. As part of this to one sessions, Wise Sherpa works with participants to understand the issues that are important to them in running their business and setting up their business. As a result of this process some participants may also seek external funding to establish their business. Wise Sherpa is able to make introductions into its vast funding ecosystem to help streamline the process.
- STEP 5 - Launching**
We understand the need to encourage business owners to work on their business as much as they work for money. Wise Sherpa guides development of key business networks, help build resilience and ensure delegation.

*Source: Entrepreneur
The success rate of individuals who transition to start-up businesses is up to 10% higher than those who remain in corporate careers.

Why work with Wise Sherpa?

The Wise Sherpa service offer is unique in being able to support senior corporate individuals as they transition to becoming entrepreneurs. In the next 5 years there will be a major transformation in our organisational work moving into the gig economy. Wise Sherpa is at the vanguard, working with experienced, mature professionals at a pivotal exit corporate life to start their own businesses, ensuring potential for income, professional growth and wage. We bring our experience in successful leading the path ourselves 20+ years into our complete.

We are asked by clients whether there are any particular areas of expertise when working with Wise Sherpa is successful? We are working with professionals from legal, finance, human resources, change management, HR, ops, logistics, procurement and IT sectors in transitioning and setting up their businesses. The key is that they hold professional experience and are keen to set up a business doing what interests them and what they enjoy.

Clients often ask when is the best time to work with Wise Sherpa? We usually find it is at the point where they are considering their options for a potential corporate exit (sometimes an notice of redundancy), or they have just left their corporate role. Other clients engage us on a career break when they have reached 'burnout' to think about future. Others are in a slightly earlier, more exploratory phase perhaps looking to set up their business alongside a corporate career before transitioning to be as part of a portfolio.



Rebecca Hill (Co-founder)

Who is behind Wise Sherpa?

Wise Sherpa is the brainchild of Rebecca Hill, a former Big 4 global Director and extensive global professional and financial services organisation. Her most recent role was as global director specialising in people, HR, business strategy and organisational change. In this role she developed world leading in-personal, coaching, mentoring and facilitation skills.

After 25 years in the City, Rebecca is now firmly embedded in the entrepreneurial world. Having launched several businesses with business partners, James Hunter. They currently collaborating with a number of Start Ups, Scale Ups and SMIs providing strategic and business strategy consulting services. Rebecca is also a founding member of the accelerator-backed by Deutsche Bank as well as a business mentor for the New Entrepreneur Foundation's programme aimed at developing the entrepreneurs of the future.

At the core of her business belief system, Rebecca has a passion for the economic empowerment of women. Whilst at EY she led their global Women Lead programme. She also sits on the UK delegation to the Women20 (W20) - an of engagement group of the G20 - and works with the UK government on policy related to women and enterprise.

She holds an MSc in Coaching & Consulting for Change from Saïd Business School, Oxford University and HEC, Paris as well as being a Chartered Marketer and has lived and worked in several countries.

Exploratory session

If you think that Wise Sherpa programmes might be right for your organisation, please contact us for an initial exploratory conversation using the details below. We can provide more information or just answer your questions about the structure, or any key elements you would like to discuss.

Additional specialist consultants and support

The Wise Sherpa has carefully curated an ecosystem of associates and experts which is unique in its space. The advice on specific areas where additional support may be required based on business objectives, experience gaps needs.

*There may be additional costs depending on the nature and volume of advice required.

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