

Olympus Leaders
MENTORSHIP PROGRAMME
by hera

Mentor guide

What This Programme Is



Olympus Leaders brings together experienced leaders from regulated tech to support and develop the next generation of leadership, while also deepening their own practice. Mentors offer guidance, share experience, and help mentees build confidence in a trusted, psychologically safe environment.

How does it work?

We recommend starting with one 45-minute session per month for 3 months, but you are free to increase, reduce, or extend based on what works for you and your mentee.

Your role as a Mentor

Your role is not to prescribe answers, it's to create a reflective, empowering space where mentees can discover their own path.

As a mentor, you will:

- Hold space with presence and integrity
- Ask more than you tell
- Encourage authenticity and vulnerability
- Protect confidentiality and psychological safety
- Guide, support, and champion growth

Your commitment

- Show up consistently and reliably
- Keep the relationship mentee-led
- Offer thoughtful challenge and support
- Maintain boundaries and professionalism
- Create a safe, empowering mentoring environment

What you'll gain

- The satisfaction of shaping future leaders
- Fresh perspectives from emerging talent
- A deeper understanding of your own leadership style
- Opportunities to connect with fellow mentors
- Contribution to a more inclusive, diverse leadership landscape

Who are we?

We support Founders and Leaders to build diverse teams

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