

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 is explored by more organisations, pressure is increasing on Talent and Organisational Leadership to find ways to help professionals transition smoothly out of organisations and into new ways of working without a major resource and expertise drain on the 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 continuity of working for themselves, selling 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 blue chip organisations, most recently as a global director at EY. Wise Sherpa draws on Rebecca's own experience of leaving the corporate world to set up a number of professional services and consulting businesses.

Wise Sherpa is aimed at experienced professionals in leadership roles who want to transition from corporate life to set up a business. The service is focused on navigation of the operational and set-up phase whilst building resilience to help establish 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, 50s and 60s upwards. Many people in this bracket are however, understandably cautious to make such a profound change 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 specifically 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 programme sessions.



STEP 2 - Assessing strengths

Participants 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 weaknesses are very helpful in identifying areas for incremental or outsourced support (such as administrative support). The Talent Dynamics assessment used by Wise Sherpa is a personality profiling tool created by Roger James Hamilton, Founder of the Entrepreneurs Institute, and used by over 600,000 entrepreneurs around the world.



STEP 3 - Establishing systems & processes

A key element of the programme is an assessment of participants' working practices including location, technology (focused on their digital enablement), marketing and sales. This informs the collaborative development of an approach that maximises their effectiveness, ensuring that time is focused on the tasks that will build the business whilst streamlining time spent on administrative and back office tasks. Depending on the potential complexity of the business and its needs, this can be a lighter touch or comprehensive part of the programme.



STEP 4 - Reviewing your finances

To set participants and their businesses up for success, financial planning and management is key. As part of the one-to-one sessions, Wise Sherpa works with participants to understand the issues that are important to them in terms of funding their transition and setting up their business. As a result of this process some participants may decide to raise external funding to establish their business. Wise Sherpa is able to make introductions into its small business funding eco-system to help streamline this process.



STEP 5 - Leading

We understand the need to encourage business owners to work on their business as much as they work in it. programme, Wise Sherpa guides development of key business networks, helps build resilience and encourages delegation.



* Kauffman Foundation

It's important to highlight that Wise Sherpa is not authorised or qualified to provide formal financial advice. It can however discuss questions and issues regarding financial business planning and management to ensure the business is set up for success as well as share some key tools that can help in this process.