Wise Sherpa

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

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.

The five key steps of the Wise Sherpa approach [designer to create a swirl graphic]

\*Kauffman foundation

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 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.

\*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.

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.

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| --- | --- | --- | --- |
| **6 month programme content\*** | **Option 1 - Compass** | **Option 2 - Navigator** | **Option 3 - Guide** |
| Online assessment | Yes | Yes | Yes |
| 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 & debrief | Yes | Yes | Yes |
| Support with system(s) selection (but not purchase of systems) | No | Yes | Yes |
| Support with system(s) implementation | No | No | Yes |
| Communication training to pitch your business to clients | No | Yes | Yes |
| Regular networking & info sharing events | For future development | For future development | For future development |
| Top up guiding | Available at additional cost on agreement | Available at additional cost on agreement | Available at additional cost on agreement |

\*Depending on location ideally the first session is face-to- face with the remainder held online using virtual meeting technology.

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

1. Confidence: How well set up do participants feel for business success?
2. Time: The amount of time saved in transitioning and operationalising the business
3. 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 life-partners co-founding consulting/professional services businesses.

Who is behind Wise Sherpa?

Wise Sherpa is the brainchild of Rebecca Hill, a former ‘big 4’ global Director with an extensive background working for major global professional and financial services organisations. Her most recent role was as global director specialising in people-focused business strategy and organisational change. In this role she developed well-honed intra-preneurial, coaching, mentoring and facilitation skills.

After 25 years in the City, Rebecca is now firmly embedded in the entrepreneurial space having launched several businesses with business partner, James Hasler. They are currently collaborating with a number of Start Ups, Scale-Ups and SMEs providing mentoring and business strategy consulting services. Rebecca is also a founding mentor for the weinsocialtech accelerator backed by Deutsche Bank as well as a business mentor on 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. Fast forward programme. She also sits on the UK delegation to the Women20 (W20) – an official engagement group of the G20 – and works with the UK government on policy issues related to women and enterprise.

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

Additional specialist consultants and support

The Wise Sherpa has carefully curated an eco-system of associates and experts which is unique in this space. They can advise on specific areas where additional support may be required based on business objectives, experience gaps and needs.\*

\*There maybe additional costs depending on the nature and volume of advice required.

Why should you 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 workforce moving into the gig economy. Wise Sherpa is at the vanguard, working with experienced, mature professionals as they smoothly exit corporate life to start their own businesses, ensuring potential for income and professional growth and challenge.

We are asked by clients whether there are any particular areas of expertise where working with Wise Sherpa is more successful? We are working with professionals from legal, finance, human resources, change management, supply chain, logistics, procurement and IT sectors in transitioning and setting up their businesses. The key is that they have solid 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 on notice of redundancy), or they have just left their corporate role. Often clients engage us on a career break when they have created ‘space’ to think about their future. Others are in a slightly earlier, more exploratory phase perhaps looking to set up their business alongside their corporate career before transitioning or as part of a portfolio.

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 details or just answer your questions about fee structure, or any key elements you would like to address.

Contact details

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