

Leadership Mentoring

Reconstruct provides specialist leadership mentoring for managers and senior managers working across care and support homes, and services. Our programme supports leaders to strengthen confidence, develop advanced management skills, and embed effective, person-centred practice across their services.

Our leadership support package combines:

- One-to-one mentoring tailored to individual leadership needs
- Reflective clinical-style supervision to strengthen decision-making and personal resilience
- Targeted leadership training focused on regulatory, operational and cultural excellence
- Group mentoring or leadership team development sessions
- Responsive support during challenging or high-pressure periods

All mentoring is delivered by senior practitioners and clinicians with extensive leadership, management and regulatory experience across children's services. Our approach blends reflective practice, skill development and practical guidance to equip leaders at every level with the tools they need to thrive.

Leadership mentoring supports managers to:

- Develop confidence and clarity in strategic and operational decision-making
- Strengthen safeguarding leadership and risk management
- Improve communication, team culture and staff supervision skills
- Navigate regulatory expectations across England, Wales and Scotland
- Manage stress, complexity and high-demand situations effectively
- Embed trauma-informed, relationship-based leadership
- Drive positive culture change and continuous quality improvement

Where appropriate and agreed, Reconstruct can also provide thematic insights or development reports to support organisational planning and leadership growth.

Flexible mentoring packages are available, from short-term targeted support to ongoing monthly programmes.