

## Leadership Mentor Bio's

Name: Dony Philip

Job title: Leadership and Organisational Development Facilitator



**A little bit about me:** I am passionate about helping people grow and develop their leadership skills. I have been working in Health, Hospital, and community development sector for the past 25 years, and I have seen how transformative it can be for individuals and organisations. I studied in India and worked in a few other countries before starting my role BHT. I have recently acquired a Coaching qualification in addition to a set of leadership development trainer courses. I believe there is always something to learn from the people and places around us, and that's something that I try to bring into my work as well.

**A snapshot of my career:** I started my career with an international service sector organisation and worked in a few countries for them around health management and community development, then moved to hospital-based education and management roles. I always work with people and I consider that as my strength, in addition to my educational qualifications and technical skills. Currently I work with the leadership development team at BHT, which I enjoy most because it gives me the opportunity to help and assist my colleagues to develop and flourish.

**I like to motivate others by:** I believe I lead by example, by consistently exhibiting a strong work ethic, positive attitude, and perseverance. I Recognise achievements, provide feedback, and support, and foster a positive work environment where colleagues feel supported, respected, and valued. I empower others by providing opportunities for others to take on responsibilities and encourage them to take on responsibilities.

**A personal value I stand by is:** I value team work and collaboration, and I believe that working together with others can lead to better outcomes and results. I also believe in being honest and ethical in all interactions and prioritise transparency and trust in my personal and professional relationships. I will also add the importance of continuous learning and personal development, and I treat others with respect and dignity, regardless of their backgrounds, beliefs, or opinions.

**Others would say my best leadership quality is:** People say I am able to understand and connect with colleagues on a personal and professional level, and I value their opinions and perspectives. So I believe Empathy is one, they also say I inspire and motivate others, and I am able to adapt to changing circumstances and respond quickly and effectively to new challenges and opportunities.

**My main strengths, skills and qualities that would benefit a mentee are:**

*Active listening:* I am able to listen attentively and without judgment, which helps to understand the mentee's perspectives and needs.

*Empathy:* I can see things from their perspective, which can help me to provide more effective guidance and support.

*Coaching and feedback:* I am able to provide constructive feedback and coaching to help the mentee to improve their skills and achieve their goals.

*Patience and persistence:* I understand that growth and development take time, and I am willing to be patient and persistent to support the mentee.

*Positive attitude:* I maintain a positive and encouraging attitude, even in the face of challenges and setbacks, which can help inspire and motivate the mentee.

*Strong communication skills:* I can communicate effectively and clearly, both verbally and in writing, which helps to establish trust and build a strong relationship with the mentee.

*Knowledge and expertise:* I possess knowledge and expertise in a particular field or area of interest, which enables me to provide valuable insights and guidance to the mentee.

**My interests outside of work include:** I volunteer or participate with charitable organisations and enjoy doing so. I also enjoy cooking and baking, and hosting dinner parties for family and friends. I enjoy exploring new places and cultures, trying new foods, and meeting old friends and new people.

**Anything else of interest:** I believe in continuous learning and improvement and look for educational or professional development opportunities to further develop myself, so that I can be updated and use the skills to help and support colleagues.