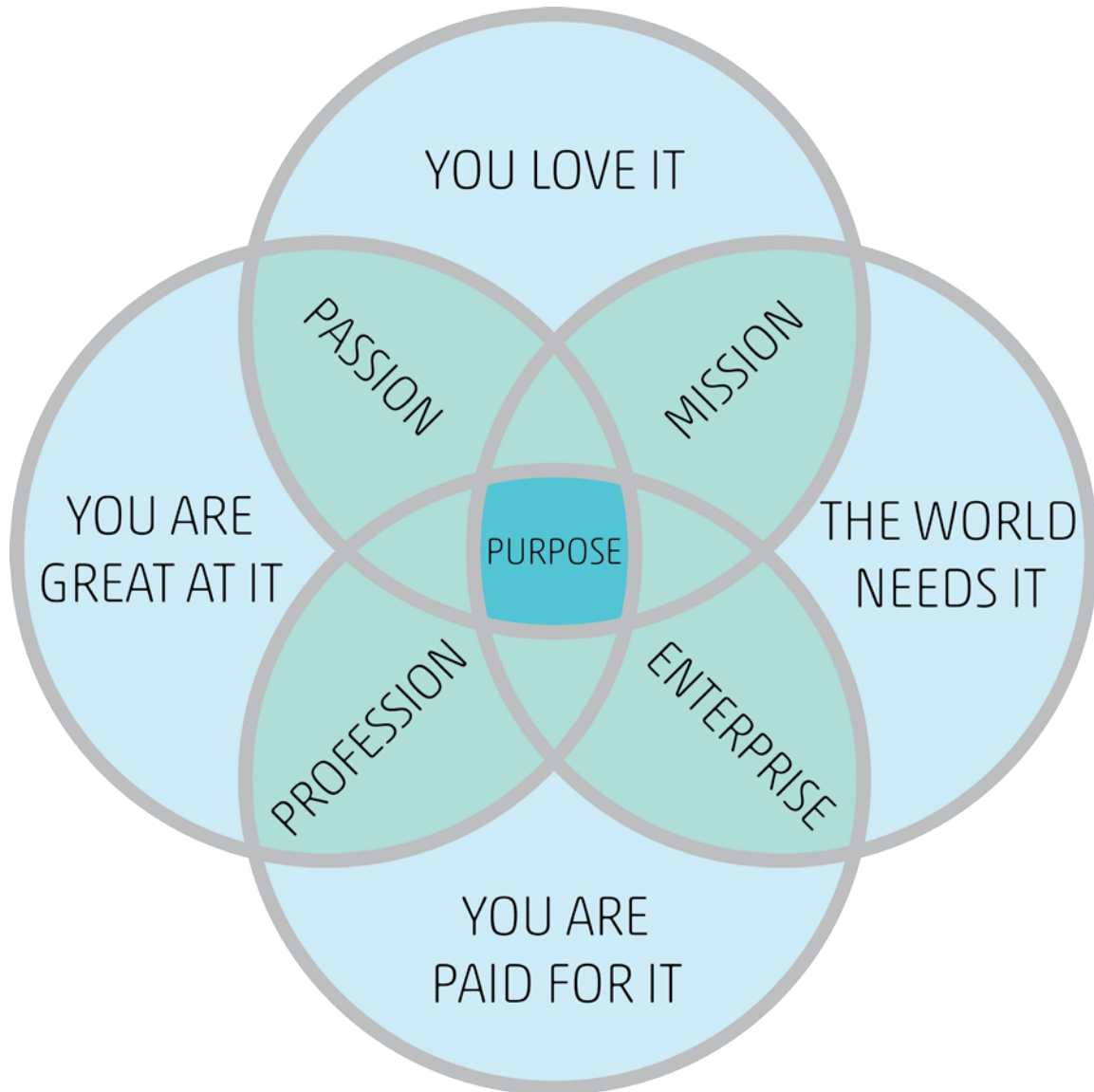




**Are you looking for a pathfinder
to help you flourish, grow and
realise your full potential?**



Driving Success

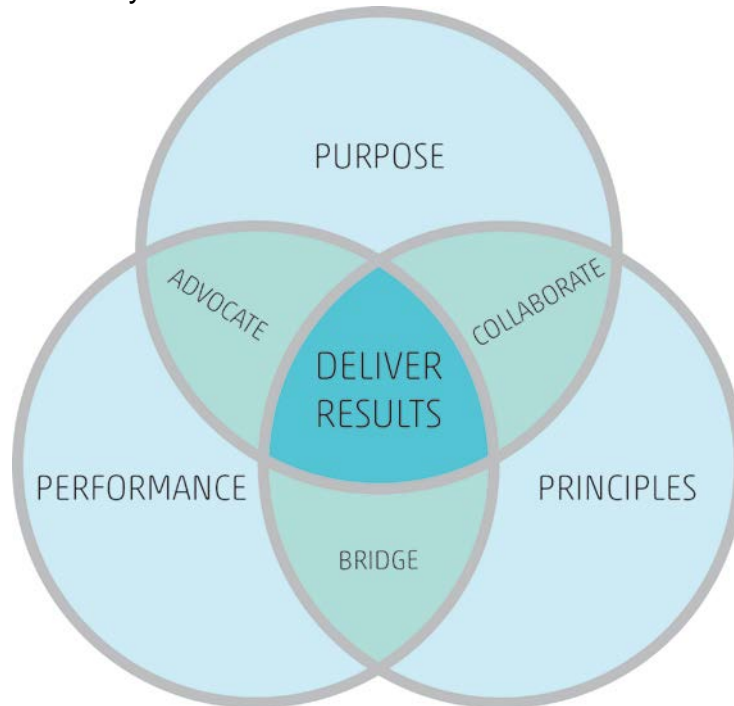


A recent business survey revealed that organisations with a strong sense of purpose — described as a focus on making a positive impact on customers, employees and society in general — are more confident in growth prospects, are more likely to invest in initiatives that lead to long-term growth, and enjoy higher levels of confidence among key people with an interest in their enterprise.

The same is true for individuals and groups of people, so, whether you are looking to develop your career, your team or your enterprise, the team at Vapour can help.

REAL PEOPLE DOING GOOD BUSINESS

At Vapour we believe successful small to medium commercial business, prosperous community organisations and effective social enterprises represent a powerful force to build a resilient economy. Our business is dedicated to **advocating** for, **brokering** on behalf of, and **collaborating** with, small to medium enterprises in all their guises to deliver results and become more purposeful, more profitable, more sustainable and ultimately more resilient.



We get to know you to understand where you want to go. We help you to crystallise your **purpose**, develop the **principles** you will operate by, and measure **performance** so as to achieve success.

We add value through our breadth of skill and depth of experience. We connect you to others who can take you to the next step.

Vapour provides business advice and a comprehensive range of services, taking care of the in-between-stuff to allow you to focus on what you do best. **We are simply real people doing good business.**

The Pathfinder Programme

We have also developed a number of guided programmes where we will help individuals, teams or entire enterprises to answer the following questions:

- What values do you operate by?
- How do your beliefs hold you back?
- What goals will help you reach success in line with your values?
- What skills can you leverage and what do you need to learn?
- Who is on your team?
- What is your definition of success?

The Pathfinder Team



Chris Jones

Chris is a skilled coach with a strong commercial orientation and a comprehensive understanding of businesses and organisation behaviour. An entrepreneurial track record, international commerce and roles in the development of start-ups and established enterprises give Chris the basis for very effective development of individuals through coaching and mentoring. Chris is a successful businessman who has led HR teams in the UK and here in New Zealand and worked at Executive Director level. He has also applied his skills to coaching rowing teams to national and international success.

The Pathfinder Programme, led by Chris Jones, is a distillation of those many years' experience, tailored to support individuals, teams and small enterprises to become successful.

Through our network of clients and associates across the public, private and philanthropic sectors, Vapour has access to a variety of professionals and business people who want to share their talents, wealth of knowledge and experience with the next generation of school leavers, people wanting to move to a new career or to start a new enterprise.

The Pathfinder Programme for Enterprise

Before we develop a programme that is tailored to your specific needs, we need to know a little bit about what it is you are offering, its drivers and an assessment of your capability and capacity to make it happen.

On the next couple of pages you will find a simple template to fill out before we meet so that we have more idea about the enterprise you want to build, grow and prosper.

PROPOSAL ON A PAGE – The ‘Front of the Envelope’

Title:	The name of your enterprise or venture.	
Tagline:	A short statement which serves to capture the essence of your enterprise in as few words as possible.	
Objective:	Why you are in business / the raison d'être for your venture and what do you intend to do with the profits from your enterprise?	Purpose:
	How will you make your enterprise resilient and operate sustainably?	Practice:
	How will you measure success, when do you intend to break even and how long will it take?	Performance:
Goal:	What do you want to happen with your proposal?	Primary Target:
		Secondary Targets:
Rationale:	The rationale for this proposal and why does it matter?	
Financial:	How much will it cost, how much capital and/or operating funding do you need?	Investment Needed?
	When do you need it?	By when?
Status:	How far along is the thing you are proposing already?	
Action:	What do you want someone to do?	Immediate Need:
		Longer Term:

PROPOSAL ON A PAGE – The Back of the Envelope

Key Facts and Stats

Interesting things about your enterprise and proposal: what's new; what makes it unique; what advantages do you have?

#	Title	Description
1		
2		
3		
4		
5		
6		
7		
8		

Capability and Capacity Assessment

Rate your level of readiness for tackling the tasks in each enterprise bubble:

Enterprise Bubble	Rank 1=Most to 10=Least	Capability	Capacity	Level of Help Needed
Strategy				
People				
Finance				
Systems				
Assets				
Contracts				
Engagement				
Insight				
Growth				
Connections				

PROPOSAL ON A PAGE – Overview



Capability Rating

1. None	2. Shortfall	3. Meets	4. Exceeds	5. Expert
I have no capability in this area	I need help in this area	I can meet the need at this point in time	I can meet future needs in this area	I am able to help others in this area

Capacity Rating

1. None	2. Shortfall	3. Meets	4. Exceeds	5. Expert
I have no capacity to do the things I need	I need help in this area	I can meet the need at this point in time	I can meet future needs in this area	I have spare capacity and am able to help others in this area

Type of Assistance Needed

1. None	2. DIY	3. Tutor	4. Mentor	5. Outsourced
I don't need any help in this area	I want to do it myself but need the tools, methods and manuals to get on and do it, and nice to have someone checking in every so often to see how I am going	In addition I also want to attend workshops and one-on-one training sessions to see how to get the best from the tools, methods and manuals	In addition I would like someone to be with me all the way providing sage advice and support when I need it	I have more important things to do and it's not something I need to do for myself so I need some to just take care of this in-between-stuff for me

GETTING HELP – Contact Us



So, if you are at a crossroads, contact Bill or Tina. We'll buy the coffee and we can talk about where Vapour fits in your journey. Give us a call or send us an email and let's have a chat.



Tina Kittelty

m: 021 801 748

e: tina.kittelty@vapour.co.nz

Bill McDonald

m: 0272 688 024

e: bill.mcdonald@vapour.co.nz



A New Zealand-owned company, Vapour is proud to support local ventures: check out our website for more information on how we can help you today.

