

Developing a Sustainable Mentoring System

Overview

Increasingly, mentoring is recognized and used as a critical tool for organizational development and improved business results – whether the focus is reducing unwanted turnover, inducting new employees or those transitioning to leadership roles, or accelerating the development of the best and brightest. And while mentoring may occur spontaneously with excellent results, its benefits are too important to be left to chance. A well-defined process, support structure, and tools are required to ensure reliability, sustainability, and broad-based impact. In this workshop, learn the latest and best practices for building, developing, and sustaining a mentoring system that delivers maximum results for both individuals and organizations.

Learning Objectives

- Recognize the business case for mentoring
- Define the mentor's and mentee's roles
- Develop program objectives tailored to your target audience
- Define the strategic issues and challenges facing your organization
- Produce a blueprint of your mentoring system
- Select a process for matching mentors and mentees
- Review options for orienting and preparing program participants
- Examine effective means for initiating successful mentoring relationships
- Utilize the linkage to traditional human resource applications to promote an overall development strategy
- Create a communication strategy and define marketing options to reinforce your program's key messages

Linkage Training Programs are approved by the following organizations:



Module 1: Mentoring: The Lay of the Land

- The business case for mentoring

Module 3: Essential Design Decisions

- Development cycle of the mentoring relationship