

Mentoring: Strategies for Success

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DESCRIPTION:

Organizations invest heavily in the training and development of their people. Mentoring is a proven way to promote employee growth and development, accelerate learning, fast-track leadership, improve retention, elevate morale, strengthen recruitment and promote diversity. Mentors need to understand the key components of mentoring, and how to avoid the pitfalls and stumbling blocks that tend to derail mentoring relationships. New and experienced mentors can benefit from enhancing their personal mentoring skills and applying mentoring best practices.

At the end of this one-day course, participants will:

1. Understand the purpose and key concepts of mentoring
2. Identify their personal learning style and the role of learning in the mentoring relationship
3. Recognize the four predictable phases in the mentoring cycle
4. Know how to assist mentees in setting goals and increased mentoring accountability
5. Learn how to recognize, avoid and address the common stumbling blocks in a mentoring relationship
6. Practice using feedback to facilitate the mentee's growth and development

COMPONENTS:

- Draws on over 20 tools provided in The Mentor's Guide.
- Participant Guide allows participations to engage in self-reflection and deepen practices, case study, exercises.
- Skill assessments
- Style inventories
- Highly interactive
- Focus on mentor as learner and partner
- Best practices
- Opportunities to personalize the learning
- Packed with guidelines for relationship
- Table dialogue, role play, inventories, brainstorming

TARGET AUDIENCE:

- Anyone responsible for the growth and development of others.
- Mentors who want to improve their mentoring skills and deepen their mentoring competency.