PROFESSIONAL DEVELOPMENT TRAINING

Implementing Mentoring Programs

09 884 0762

REQUEST QUOTE

1.0 DAY COURSE

Proper mentoring is a process that needs to consider personal, group and organisational needs. Mentoring provides a cost effective work-based strategy to build the potential of employees and foster professional relationships where parties can share their professional and personal skills and experiences that can grow and develop in the process.

The PD Training Implementing a Successful Mentoring Program Training Course includes the various facets of mentoring such as its development, building mentor/mentee relationships, employee and organisational needs, mentoring functions and more. A successful mentoring program creates relationships and an environment where employees feel free to share their professional and personal skills and knowledge.

This intensive workshop provides participants with the essential skills and competencies needed to run a successful organisational mentoring program.

This engaging training course is available now throughout New Zealand, including Auckland, Christchurch or Wellington.

Contact us today for a group quote.

What You'll Gain:

Mentoring is rapidly becoming recognised worldwide as a highly effective people development process. Managers are often time poor and see employee interaction as a distraction. Although the introduction of formal mentoring programs in the workplace is relatively new, the process of more experienced colleagues offering support, advice and assistance to younger and less experienced group members has a long history.

This course will help you capture the benefits of these informal support networks and outline what is needed and to design, implement and adapt a successful mentoring program.

This course is based on the work of Kathy Lacy, in her book "Making Mentoring Happen: A simple and effective guide to implementing a successful mentoring program".

Outcomes

- Discuss the developments in mentoring
- Understand the roles Mentors & Mentees play and the benefits of mentoring
- Learn how mentoring works & what the potential pitfalls are
- Understand mentoring in the workplace & describe the role of the facilitator implementing the program
- Design a formal mentoring program

Modules

Lesson 1: Developments in Mentoring

- Formal Mentoring Programs
- Organisational Needs
- Employee Needs
- Some Useful Definitions
- Professional Supporters
- Role of the Mentor
- Role of the Mentee
- Benefits of Mentoring Programs

Lesson 2: How Mentoring Works

- Types of Mentoring
- Mentoring Functions
- Program Characteristics
- A Formal Mentoring Program in a Nutshell
- Potential Pitfalls

Lesson 3: Mentoring in the workplace

- Perceptions of Learners
- Developing Strong Mentor Relationships
- Role of the Facilitator in the Relationship
- Factors that Influence the Decline of the Relationship
- Behaviours that Help the Relationship to Mature

Lesson 4: Workplace Activities

- Orientation
- Mid-Cycle
- Relationship Closure

Lesson 5: Additional Program Material

- Checklists
- Sample Documents
- Proformas
- Other Tools

Talk to our expert team

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