

Mentoring Skills Programme

The Mentoring Skills Programme can transform the performance of any team in any organisation. Mentoring is a proven approach to maximising the ROI of your training budget. This programme introduces the whole mentoring lifecycle and provides delegates with everything they need to get started on their journey towards becoming an excellent Mentor.

The UK is one of the highest investors (per head) in workforce development, but nearly 90% of that investment is in technical skills development. The missing skill that will capitalise on this investment, is Mentoring. An effective Mentor can transform an individual's performance, enhance motivation and accelerate the Return On Investment of all other training. Along with this, comes the additional benefits of the enhanced confidence of the Mentor themselves; sharing knowledge and helping to grow colleagues is a proven strategy for building leadership.

"Virtually every important decision I've made about our corporate future had its origin in what I learned from people I respected. My destiny was tied not to chance, but to choice—the choice people made to reach out and influence me."

J.C.K., 67 year-old Retired Chief Executive Officer

"The Programme exceeded expectations. Mentoring reduced turnover of graduates from 30% the previous year to zero."

B.V., Training & Development Manager, Engineering

Who should attend?

Mentors operate at every level of the effective organisation, so this programme is designed for anyone with team leadership responsibilities considering mentoring someone for the first time or wishing to develop their existing skills.

What are the benefits?

Delegates attending this interactive development programme will receive the following benefits:

- ✓ Understand the relationship between coaching and mentoring.
- ✓ Identify what an effective Mentor looks, sounds and works like.
- ✓ Explain the process of Mentoring.
- ✓ Conduct an effective Mentoring conversation.

Outline Agenda

This 1 day programme covers all of the following:

- What is Mentoring?
- The relationship between Mentoring and Coaching
- The Effective Mentor
- The Mentoring Lifecycle:
 - Effective engagement
 - The Contract
 - The Core Process
- The 2 Minute Mentor
- Practice Sessions
- The Mentoring Journey Action Planning

Mentoring support is invaluable and is available in 3 month packages.