

1 – 2 Day Programme

This programme is aimed at Managers and HR Specialists that want to learn how to develop and implement a formal mentoring programme in their organisation.

This programme explores the design phase in detail and provides participants with the knowledge that they need to ensure that the programme is strategically aligned and embedded in line management practices for the future.

Throughout the programme, participants will learn about an extensive range of design, rollout and ongoing management practices that will enable them to successfully manage a mentoring programme that fits the specific needs of their own organisation.

Programme Content

- Identifying the need for a formal mentoring programme
- Designing a programme that is aligned to strategic business objectives
- Communicating the benefits of a mentoring programme to the organisation
- Creating a programme framework
- Identifying and managing programme stakeholders
- Linking the programme to existing HR processes
- Creating a project implementation plan
- Identifying and training mentors
- Managing mentees
- Overcoming resistance to the programme
- Strategies to maintain programme momentum and effectiveness
- Evaluating a formal mentoring programme

Additional Benefits

Participants attending this programme will receive:

- A full colour reference manual
- A developing a mentoring programme checklist and toolkit pack



Business Benefits

By the end of the programme participants will be able to:

- Identify the key components of a formal mentoring programme
- Design a programme, that is strategically aligned to their business objectives and linked to their existing HR policies and practices
- Sell the benefits of the programme to the business, the mentor and the mentees
- Create a mentoring programme rollout plan for their organisation
- Embed the mentoring process in the day to day activities of line managers
- Identify common barriers to effective mentoring programmes and use a variety of strategies to overcome them
- Evaluate a formal mentoring programme

Testimonials

"This programme covers all of the key building blocks for a successful programme"