

1 – 2 Day Programme

This programme is aimed at Managers and HR Specialists that want to develop the specialist skills required to mentor graduates.

This programme explores the specific needs of recent graduate mentees and provides participants with a set of skills that they can use to maximise the effectiveness of their graduate mentoring programme whether that be by mentoring graduates themselves or enabling line managers to do so.

This programme is highly interactive and includes a number of case studies and role plays. Participants are encouraged to review their own experiences from the workplace to integrate their learning with their plans for the future.

Programme Content

- The link between mentoring and improved graduate performance
- Integrating mentoring within a formal graduate development programme
- The needs of graduate mentees
- The skills of graduate mentors
- Identifying the common challenges that graduate mentees are likely to benefit from addressing in a mentoring session
- Planning and running effective mentoring sessions
- Linking mentoring session output to a graduate's personal and career development
- Identifying and overcoming the barriers related specifically to the effective mentoring of graduates
- Managing the mentoring relationship triangle (mentor, mentee and line manager)
- Getting the best out of cross functional mentoring relationships

Additional Benefits

Participants attending this programme will receive:

- A full colour reference manual
- A mentoring graduates checklist and toolkit pack



Business Benefits

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

- Identify the specific needs of recent graduate mentees
- Anticipate likely topics for inclusion in mentoring sessions that are common to many graduates
- Plan mentoring sessions that are aligned to the graduate mentee's needs
- Run interesting and motivating mentoring sessions
- Use a variety of techniques to avoid the common barriers to effective graduate mentoring
- Work effectively with the mentee and their line manager within the confines of a formal mentoring programme
- Use the mentoring process to have a positive impact on individual performance and career development

Testimonials

"Excellent – makes responsibilities clear and is really focused on the specific needs of recent grads"