

Mentoring: Strategies for Success Workshop

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.

Learning Objectives:

At the end of this one-day experiential workshop, participants will be able to:

1. Understand the purpose and key concepts of mentoring and how it differs from coaching
2. Identify their learning style and the role of learning in facilitating mentee growth and development
3. Recognize the four predictable phases in the mentoring cycle and the key components of each phase
4. Structure the initial mentoring conversation to get started on the right foot
5. Explore how to set learning goals, set priorities, and identify milestones
6. Recognize and overcome common stumbling blocks in a mentoring relationship
7. Support, challenge and provide effective feedback to mentees
8. Bring the relationship to successful closure

Components:

- Draws on over 20 tools provided in *The Mentor's Guide, Second Edition* by Lois Zachary
- Participant Guide
- Interactive learning: practice, feedback, customized case studies and role plays
- Opportunities to personalize learning
- Two facilitators role playing various scenarios
- Lunch break and two 15 minute breaks

Target Audience:

- Anyone responsible for the growth and development of others
- New mentors
- Experienced mentors who want to improve their mentoring skills