Establishing a Powerful Mentoring Program

Reduce employee turnover, retain top talent and develop employees for the future

According to Forbes, 76% Of people think mentors are important, but only 37% have one. Mentors offer an abundance of knowledge and experience, steering us through difficulties and amplifying our prospects of success. They uplift us and embrace our achievements as their own. Are your high-potential employees ready for their next role? Many human resources leaders and business owners say that their team is not prepared to take on more responsibility. Though training is an invaluable source of knowledge, it doesn't always teach our employees what it means to be successful in our workplace. The passing of expertise and experience is critical for the health of any organization.

What is the solution? A dynamic mentoring program. Mentoring programs not only help individuals gain new knowledge but also help organizations by creating a formal process to pass on institutional knowledge, hone best practices and prepare a future generation of leaders for an organization. For years, successful companies have used mentoring to improve organizational outcomes. In today's fast-paced and ever-changing business landscape, effective leadership and talent development are paramount to an organization's success.

A well-designed mentorship program can help mitigate a leadership gap crisis and reduce turnover, retain and attract great talent and provide employees with necessary tools to lead the organization in the future.

In this interactive workshop, participants will learn to take a strategic approach to mentoring and walk through each step of the process: defining organizational goals, designing the mentoring program, selecting mentors and mentees, preparing program participants for the process and evaluating the program's success. Join us to discover secrets of developing a dynamic mentoring program tied to organizational goals in order to prepare individuals for future opportunities in your organization are uncovered.

What You'll Learn

• Understand mentoring history, types and benefits to maximize effectiveness.

• Differentiate between mentors, coaches and bosses.

• Learn how to sell a mentoring program to an executive team.

• Design a mentoring program for longevity.

• Match mentors and mentees to establish cohesion.

• Onboard people in the mentoring programs.

• Track program progress and organizational success.

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