

Mentoring Program

What is mentoring?

By definition, mentoring is a relationship based upon a learning opportunity or objective. It is designed to have a defined start and ending point, with a stated learning objective that the mentee (learner) and mentor (advisor) agree upon. Mentoring should be mentee driven (led) and mentor supported.

Mentoring is an excellent and low-cost method of sharing knowledge and experiences across the enterprise. It can work within a functional area, but it is more effective when mentees and mentors are assigned cross-functionally, especially when the development is around leadership or another transferrable topic or theme.

Although mentoring works at any level within the organization, it is especially effective for your high-potential employees. When positioned properly, this unique and valuable developmental opportunity will improve employee engagement and retention.

Mentoring program success

A successful mentoring program is a Win-Win-Win proposition:

- A Win for the mentee as they satisfy their objective and build key relationships within the company.
- A Win for the mentor as they take inventory of their knowledge and experiences and share them with a fellow employee. At the end of a program some mentors have commented that they only hope their mentee got as much out of the program as they did!
- A Win for the organization as mentoring promotes leaders teaching leaders and facilitates the knowledge transfer.

Mentoring process

Mentoring, like any other relationship, moves at the Speed of Trust (Covey). To get started, we encourage a face-to-face session to introduce the participants, explain the program, and review the resources. Specific activities are conducted early in the mentoring process to help build trust, which will enable the relationship and discussion to become much deeper and richer in a shorter amount of time. The recommended time frame for a mentoring program is between 6 and 12 months. Most mentees/mentors meet monthly, while others may meet more often.

Group mentoring can be organized to help scale-up the number of participants, especially if mentee demand is high and mentor supply is low. Many of the same tools and processes are used to help multiple learners identify their common objective(s) and align mentors to help them along their developmental journey.

Contact us

To discuss a mentoring program that will work within your organization, contact:

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