



MENTORING

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Mentoring Program Objectives

(1 of 5)



Discuss Goleman's five components: self-awareness, self-regulation, motivation, empathy, and social skills.



Define mentoring in terms of a collaborative partnership that is mutually beneficial.



Learn about one's own self- awareness and self-regulations.

Mentoring Program Objectives

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Discuss empathy and how to understand it, and use it to develop other people.



Learn about social skills and how you can effectively interact with others.



Evaluate why you need to mentor and how it leads to lower turnover for your business.

Mentoring Program Objectives

(3 of 5)



Identify a mentor as a helper, and define the helper's good and bad qualities.



Learn what a good mentor program can do for you individually, and for your business.

Mentoring Program Objectives

(4 of 5)



Identify the responsibilities, process and outcomes of both the protégé and mentor.



Gain knowledge about the 4 types of mentoring: natural, situational, supervisory and formal facilitated.

Mentoring Program Objectives

(5 of 5)



Learn the six possible types of mentors and the roles that they play.

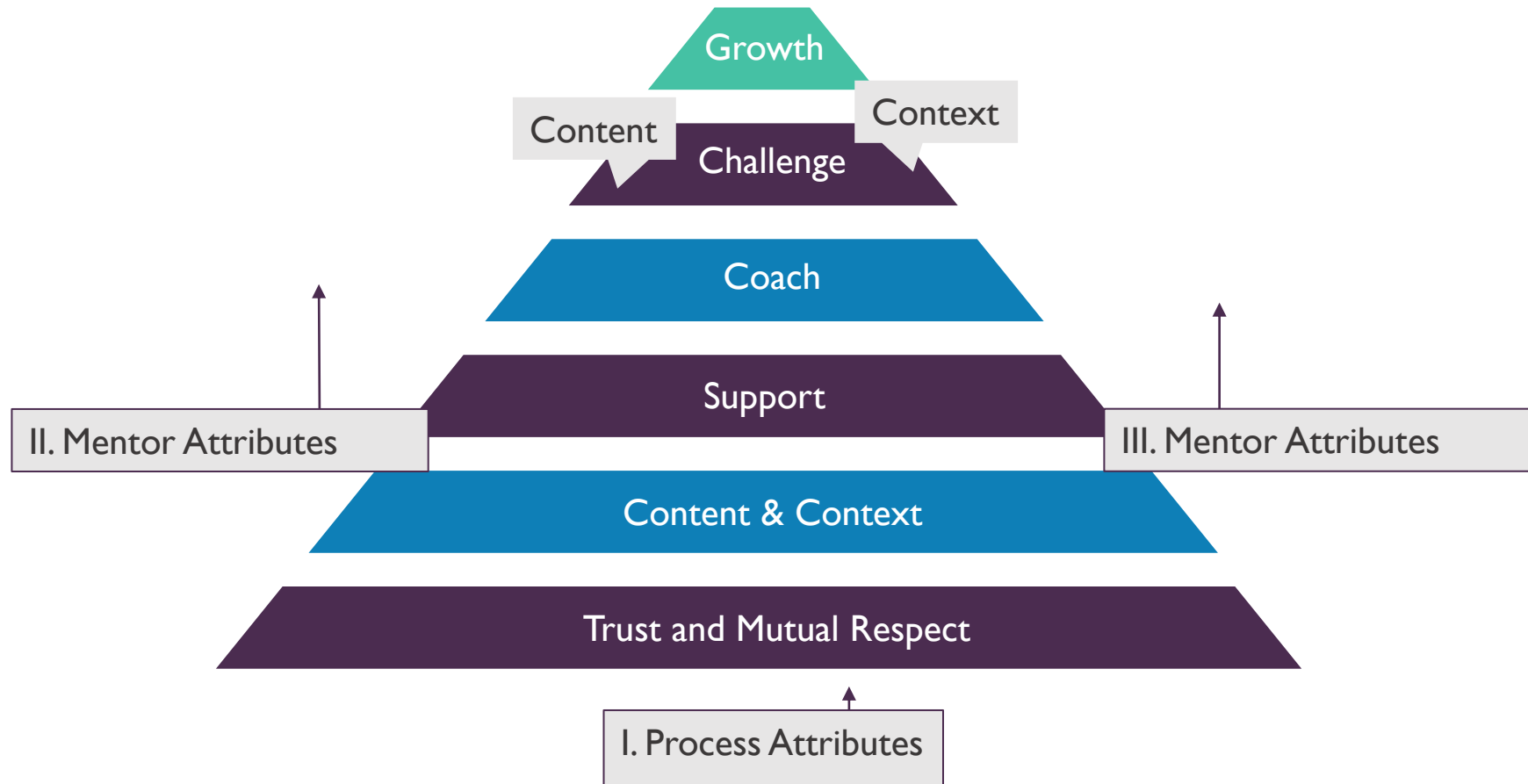


Describe the life cycle of a mentoring relationship.



Gaining knowledge about establishing a formal mentoring program.

Mentoring Model



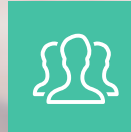
Reasons for Mentoring

(1 of 2)

To pass on knowledge and skills.



To help employees settle into the organization.



To teach and learn.



To retain employees.



To provide support.



To foster mentor-protégé relationships.



Mentoring

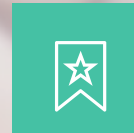
Reasons for Mentoring

(2 of 2)

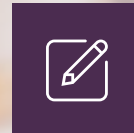
To familiarize employees with the organization.



To encourage the exchange of knowledge.



To assimilate employees into the organization's culture.



To provide help, feedback, and guidance to those in need.

Benefits for the Mentor

(1 of 2)

Provides mentor with a fresh perspective.

Often allows mentor to learn from the protégé.

Provides mentor with a sense of responsibility for passing along knowledge.

Gives the mentor the opportunity to teach and provide guidance.

Mentoring

Benefits for the Mentor

(2 of 2)

Allows mentor to practice and reinforce previously attained skills.

Allows mentor to strengthen their mentoring skills

Gives the mentor an understanding of the younger generation.

Allows the mentor to have a relationship with the protégé

Benefits for the protégé

(1 of 2)

Allows protégé to learn new skills.



Provides protégé with help and guidance.



Helps protégé settle into the organization



Provides the protégé with support.



Familiarizes the protégé with the organization's culture



Benefits for the protégé

(2 of 2)

Gives protégé opportunity to share their perspective with their mentor.

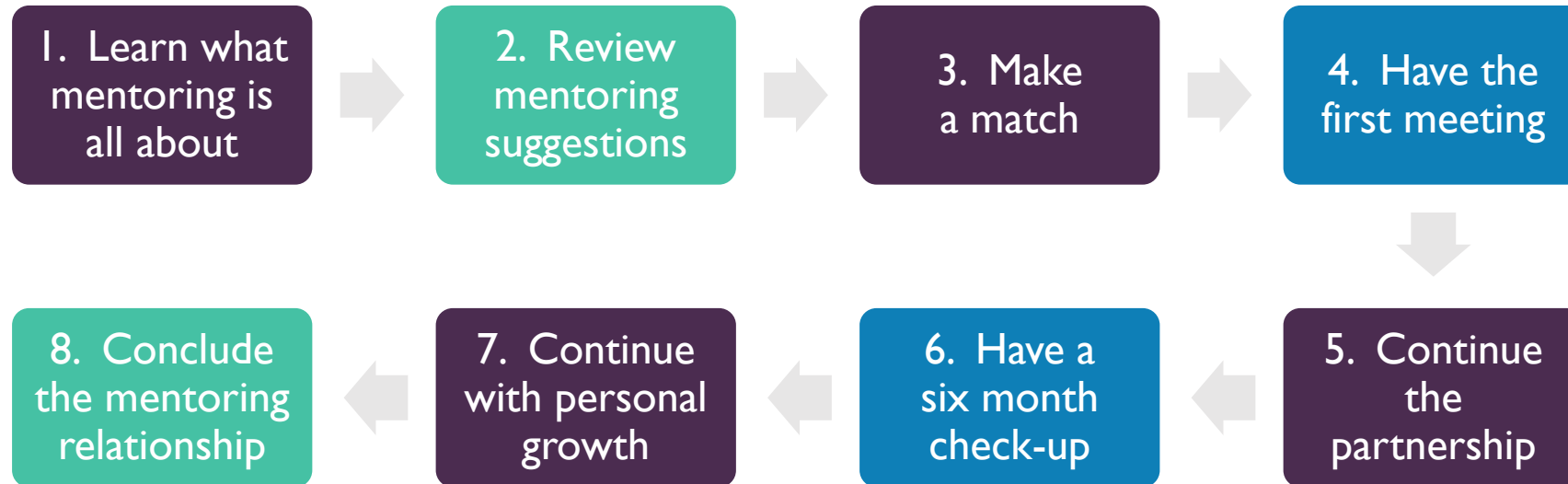
Provides protégé with an understanding of the older generation.

Gives protégé a source for reference and advice.

Allows protégé to have a relationship with the mentor.

Mentoring

Eight Steps



Mentoring

Mentoring Works

(1 of 3)

It is now used by the most successful companies.



It is a key tool that is helping companies survive and prosper.




It is a business strategy that can help us swim instead of sink.



Mentoring Works

Mentoring
(2 of 3)




Mentoring is widely used among business organizations today.

It's used by companies as diverse as Canadian Tire, IBM, Schneider and MDS Laboratory Services.

Mentoring

Mentoring Works

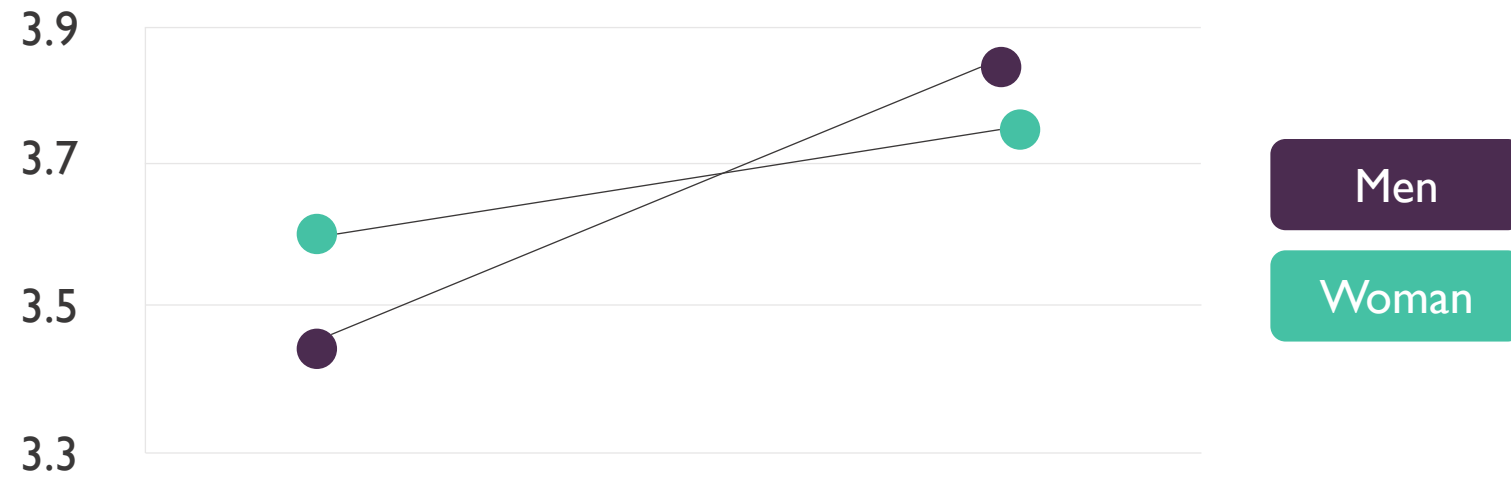
(3 of 3)



When you look into the reasons business organizations like these have adopted mentoring, you'll find that there are solid, pragmatic business reasons.

Mentoring works for business, and good mentoring programs can help companies survive and swim through these difficult times.

Work Satisfaction



	No Mentor	Mentor
Men	3.6	3.81
Woman	3.44	3.85

Our Organization Gains

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Other benefits for our organization:



Mentoring develops future leaders...

The skills learned on both sides of the mentoring partnership are skills all leaders need...

- *Open communication*
 - *Understanding*
 - *Sharing*

Mentoring

The Protégé Gains

(2 of 3)

Job satisfaction...



A common problem for longer term employees is a loss of job satisfaction.

The employee's work becomes stale, and the everyday routines become mechanical.

Mentoring reconnects mentors to their own sense of, and drive for, job satisfaction.

What Are The Protégé's Responsibilities?

Mentoring
(2 of 2)

Must assume full responsibility for their own development.

Must ask for the appropriate help.

Must speak openly and concretely.

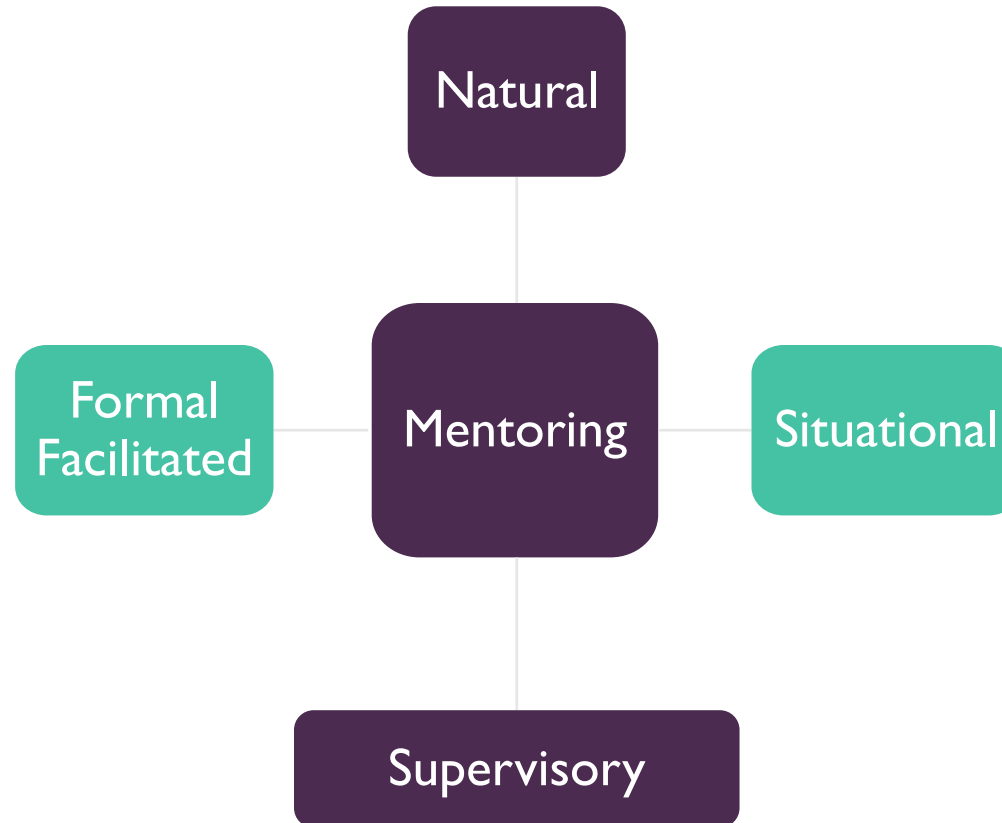
Must keep the big picture in view.

Must respect the Mentor's suggestions.

Must express appreciation for assistance.

What Are The Different Types Of Mentoring?

It's important to understand that there are several types of mentoring:



Supervisory Mentoring

Mentoring
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Supervisory mentoring is very important.



All good supervisors mentor their subordinates to a degree.



There are some drawbacks to supervisory mentoring, however.

Mentoring

Qualifications for a Mentor

(1 of 2)

Strong interpersonal skills.



Organizational knowledge.



Exemplary supervisory skills.



Technical competence.



Personal power and charisma.



A close-up photograph of a middle-aged man with grey hair and round glasses, wearing a dark suit, white shirt, and patterned tie. He is looking off-camera to the left with a serious, focused expression. In the foreground, the back of another person's head and shoulders are visible, slightly out of focus. The background is a bright, out-of-focus office environment.

PERSONAL POWER

Look for the person whose opinions are sought out.

A low-angle shot of two men on a construction site. The man on the left is wearing a blue hard hat, a white shirt, a blue tie, and a dark suit jacket. He is looking down at a set of blueprints. The man on the right is wearing a white hard hat and a blue button-down shirt. He is also looking at the blueprints and has his hand raised as if pointing at something. The background shows the wooden framework of a building under construction, with light coming through the roof panels.

WILLINGNESS TO BE RESPONSIBLE FOR SOMEONE ELSE'S GROWTH

Look for a person who initiates coaching contacts with others.



ABILITY TO SHARE CREDIT

Look for a person who talks about and uses teamwork.

Choosing a Mentor

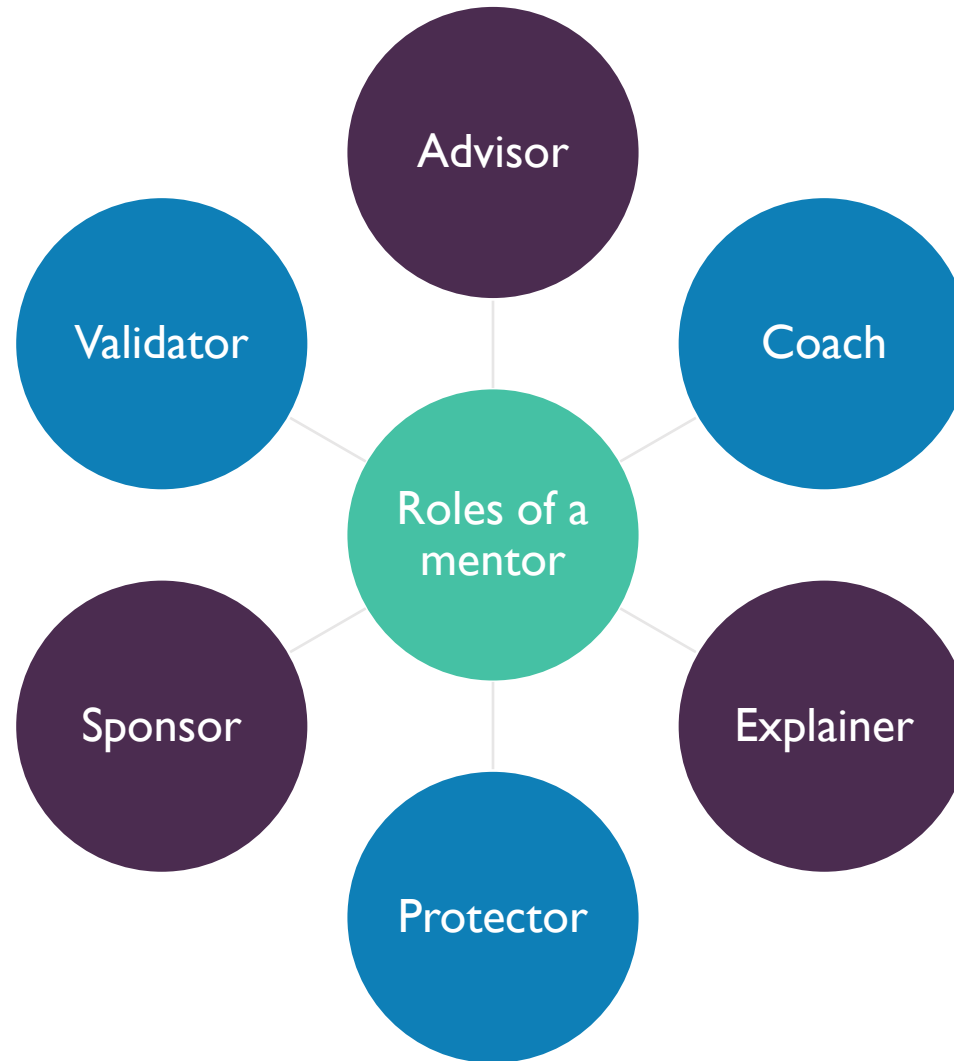
(1 of 2)

Look for volunteers,
not draftees.

Identify a pool
of mentors at
appropriate levels
for the targeted
protégé group.

Look for mentor
candidates across
functions.

Six Roles A Mentor Might Play



The Lifecycle Of A Mentoring Relationship

1.
Initiation

2.
Cultivation

3.
Separation

4.
Redefinition

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