

Effective Mentoring for New Mentors

Length: 1/2 Day

Summary: At the end of this half day course, participants will be able to:

- Understand the purpose and key concepts of mentoring and how it differs from coaching
- Identify effective mentoring behaviors
- Recognize phases in the mentoring cycle and the key components of each phase
- Structure the initial mentoring conversations to get started on the right foot
- Explore how to set goals and priorities and identify milestones
- Recognize and overcome common stumbling blocks in a mentoring relationship
- Support, challenge and provide effective feedback to mentees

Course Description: Mentoring is the process of helping individuals develop skills, knowledge and attitudes in order to set and reach their important career goals.

Mentoring is a proven way to promote employees:

1. Growth and development
2. Accelerate learning
3. Fast-track leadership
4. Improve retention
5. Elevate morale
6. Strengthen recruitment
7. 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.