

Why Implement a Mentoring Program?

Mentoring is ideal for organizations looking to pass along institutional and professional knowledge from one generation to another. While training and skill building are critical to take team members far in their careers, utilizing the knowledge of your established team provides opportunities for collaboration and increased communication across all levels and age groups.

Formal mentoring programs are effective ways to create a strong cadre of leaders, establish effective corporate succession plans, and promote people from within.

What is Mentoring?

Mentoring focuses on transferring knowledge from an experienced professional to another team member for the purpose of their career development.

- Mentors assess and advise mentees
- Help mentees build their network within the organization
- Focus on role-specific knowledge and how that fits in the corporate vision

How is Mentoring different from Coaching?

Mentoring

- Asking questions
- Listening
- Shares personal point of view based on one's own values, perspective, and experience
- Advises and makes recommendations to the mentee based on their own experience
- Offers mentee organizational and network resources or opportunities

Coaching

- Asking questions
- Listening
- Stays objective and neutral about client's choices
- Seeks to elicit answers from within client by inviting them to reflect and experiment with ideas
- Offers client ideas, reading, and resources to make distinctions externally and internally

Credit:ICF

Management Concepts' collaborative approach of assessment, execution and on-going evaluation establishes a high-value program that avoids many of the common issues encountered when starting mentoring efforts.



MORE INFORMATION

Call us now at 888-545-8571 or email Dr. Ryan Simmons to discuss mentoring programs for your organization (ryan.simmons@managementconcepts.com)