

Mentoring Partnerships

Informal Mentoring

- ☞ Per chance partnership in which results just happen by chance or coincidence
- ☞ Emphasis isn't placed on mutual benefits for mentor, protégé & company
- ☞ Goals and/or desired end results often aren't clearly communicated

Formal Mentoring

- ☞ Meets protégé's needs and goals in a systematic way
- ☞ Encourages success to be viewed in terms of benefits for mentor, protégé & company
- ☞ Ensures success through the coordinating and monitoring of a planned program

Mentoring Objectives

- ☞ Continue building an environment conducive to employee development within the context of meeting organizational goals
- ☞ Provide opportunity to broaden cross-functional knowledge & skills
- ☞ Develop broad-based capabilities of participants
- ☞ Provide protégé with developmental resources in addition to his/her line manager

Mentor/Protégé Activities

- ☞ One-on-one discussions
- ☞ Attend business meetings with mentor
- ☞ Participate in ongoing projects in mentor's area of expertise
- ☞ Submit proposals
- ☞ Independent study
- ☞ Apply knowledge/skills to current position

Keys to Success

- ☞ Devote at least three hours per month
- ☞ Create viable action plan
- ☞ Be open, honest & respectful of confidences
- ☞ Mentor doesn't supersede line manager
- ☞ Support from trained consultant

Measure Success By...

- ☞ Achieving goals
- ☞ Completing pre-determined activities
- ☞ Acquiring resources (technical & human)
- ☞ Building ongoing partnerships outside of immediate teams
- ☞ Transferring knowledge & skills across functional areas
- ☞ Developing rapport with mentor/protégé
- ☞ Feeling successful

Role of the Consultant

☞ Coach

☞ Advise

☞ Troubleshoot