POSITIVE MENTORING

Mentoring is a mutually beneficial partnership, which can be rewarding to both people, personally and professionally. It's an opportunity to develop communication skills, expand your viewpoints, and consider new ways of approaching situations.

Mentoring is a relationship between two people with the goal of professional and personal development. The "mentor" is usually an experienced individual who shares knowledge, experience, and advice with a less experienced person, or "mentee." Mentors become trusted advisers and role models – people who have "been there" and "done that."

They support and encourage their mentees by offering suggestions and knowledge, both general and specific. The goal is help mentees improve their skills and, hopefully, advance their careers or personal circumstances. A mentoring partnership may be between two people within the same company, same industry, or same networking organisation. However, the partners come together, the relationship should be based on mutual trust and respect, and it typically offers personal and professional advantages for both parties.

KEY BENEFITS

- Create a positive workplace culture that encourages and facilitates open and honest conversations that build a growth mindset.
- Develop Manager and leader skills in mentoring their staff.
- Add positive mentoring to workplace learning and development strategies to enhance staff learning and growth.

LEARNING OUTCOMES

- Understanding what mentoring is and how it's different from managing and coaching.
- Establish the parameters and logistics of a mentoring relationship, knowing that the success depends on planning and clarity.
- Develop positive communication skills that can be used to build and develop a mentoring relationship.
- Use models and frameworks to conduct positive mentoring conversations that enhance development and growth.

WHO SHOULD ATTEND

For anyone required to act as a mentor

DURATION

Half day or full day

METHODOLOGY

A variety of presentation methods and tools are used to ensure the learning experience is interactive, engaging and effective, including:

- PowerPoint presentation
- Group facilitated discussion
- Group activities
- Case studies

TO BOOK YOUR PROGRAM